DOCUMENT RESUME

ED 438 848 IR 057 793

AUTHOR	Kyrillidou, Martha, Comp.; O'Connor, Michael, Comp.
TITLE	ARL Annual Salary Survey, 1999-2000.
INSTITUTION	Association of Research Libraries, Washington, DC.
ISSN	ISSN-0361-5669
PUB DATE	2000-00-00
NOTE	116p.
AVAILABLE FROM	Association of Research Libraries, 21 Dupont Circle, NW, Suite 800, Washington, DC 20036 ($39/year plus $6 shipping and handling, ARL members; $79/year, plus $6 shipping and handling, nonmembers). Tel: 202-296-2296; Fax: 202-872-0884; e-mail: pubs@arl.org.
PUB TYPE	Numerical/Quantitative Data (110) -- Tests/Questionnaires (160)
EDRS PRICE	MF01/PC05 Plus Postage.
DESCRIPTORS	*Academic Libraries; Foreign Countries; Higher Education; Law Libraries; *Library Personnel; Library Statistics; Library Surveys; Medical Libraries; Occupational Information; *Professional Personnel; Questionnaires; *Research Libraries; *Salaries; Tables (Data)
IDENTIFIERS	*Association of Research Libraries; Canada; United States

ABSTRACT

This document reports 1999-2000 salary data for all professional staff working in ARL (Association of Research Libraries) libraries. Data for 8,595 professional staff members were reported for the 111 ARL university libraries, including their law and medical libraries (814 staff members reported by 69 medical libraries and 660 staff members reported by 72 law libraries). For the ten nonuniversity ARL members, data were reported for 3,737 professional staff members. The tables are organized in seven major sections: (1) salary figures for all professionals working in ARL members libraries, including law and medical library data; (2) salary information for the ten nonuniversity research libraries of ARL; (3) data for the general library system of the university ARL members, combining U.S. and Canadian data but excluding law and medical library data; (4) data on U.S. ARL university library members, excluding law and medical library data; (5) data on Canadian ARL university libraries in Canadian dollars, excluding law and medical library data; (6) data on medical libraries, combining U.S. and Canadian data; and (7) data on law libraries, combining U.S. and Canadian data. Copies of the questionnaires for university and nonuniversity libraries are included, and a list of ARL member libraries is appended. (Contains 48 data tables.) (MES)

Reproductions supplied by EDRS are the best that can be made
from the original document.

ARL ANNUAL SALARY SURVEY 1999-2000

ASSOCIATION OF RESEARCH LIBRARIES

ISSN 0361-5669

ED 438 848

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY

C.A. Mandel

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

1

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improveme
EDUCATIONAL RESOURCES INFORMATI
CENTER (ERIC)

■ This document has been reproduced a
received from the person or organizatic
originating it.

□ Minor changes have been made to
improve reproduction quality.

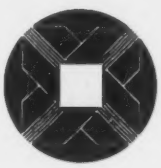
• Points of view or opinions stated in this
document do not necessarily represent
official OERI position or policy.

IR057793

2

BEST COPY AVAILABLE

ARL Annual Salary Survey 1999-2000



Compiled and Edited by

Martha Kyrillidou
Michael O'Connor

Association of Research Libraries
Washington, D.C.
2000

ARL Annual Salary Survey is published by

Association of Research Libraries
21 Dupont Circle, NW, Suite 800
Washington, D.C. 20036
Telephone: (202) 296-2296
FAX: (202) 872-0884
email: pubs@arl.org

Price: ARL members $39/year, plus $6 shipping and handling
Nonmembers $79/year, plus $6 shipping and handling

Custom reports based on the *Salary Survey* data are also available. Contact the ARL Statistics and Measurement Program Officer for further information.

The quantitative rank order tables presented in this publication are not indicative of performance and outcomes and should not be used as measures of library quality. In comparing any individual library to ARL medians or to other ARL members, one must be careful to make such comparisons within the context of differing institutional and local goals and characteristics.

Visit the ARL Statistics and Measurement Program online at <http://www.arl.org/stats/>.

ISSN 0361-5669.

© Copyright Notice

The compilation is copyrighted by the Association of Research Libraries. Blanket permission is granted to reproduce and distribute copies of this work for nonprofit, educational, or library purposes, provided that the author, source, and copyright notice are included on each copy. This permission is in addition to rights of reproduction granted under Sections 107, 108, and other provisions of the U.S. Copyright Act.

The paper used in this publication meets the minimum requirements of American National Standard for Information Sciences—Permanence of Paper for Printed Library Materials, ANSI Z39.48-1992.

Printed in the United States of America

TABLE OF CONTENTS

Page

INTRODUCTION 11

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

Table 1: Distribution by Salary Level 25

Table 2: Salary Trends in ARL University Libraries 26

Table 3: Salary Trends in U.S. ARL University Libraries 27

Table 4: Salary Trends in Canadian ARL University Libraries 28

ARL NONUNIVERSITY LIBRARIES

Table 5: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries 30

Table 6: Salary Trends in ARL Nonuniversity Libraries 31

ARL UNIVERSITY LIBRARIES

Table 7: Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Libraries, FY 1999–2000 34

Table 8: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99 36

Table 9: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999–2000 37

Table 10: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99 38

Table 11: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999–2000 39

Table 12: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998–99 40

Table 13: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999–2000 41

Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FYs 1996–97 to 1999–2000 42

Table 15: Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 1999–2000 46

Table 16: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 1999–2000 47

Table 17: Number and Average Salaries of ARL University Librarians by Position and Sex, FY 1999–2000 48

Table 18: Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 1999–2000 49

Table 19: Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 1999–2000 50

Table 20: Average Salaries of ARL University Librarians by Position and Years of Experience, FY 1999–2000 51

Table 21: Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 1999–2000 52

Table 22: Years of Experience of ARL University Librarians by Position and Type of Institution, FY 1999–2000 53

Table 23: Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 1999–2000 54

Table 24: Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 1999–2000 55

Table 25: Average Salaries of ARL University Librarians by Position and Geographic Region, FY 1999–2000 56

ARL University Libraries by Geographic Region 57

U.S. ARL UNIVERSITY LIBRARIES

Table 26: Average Salaries of U.S. ARL University Librarians by Position and Years of Experience, FY 1999–2000 61

Table 27: Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 1999–2000 62

Table 28: Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 1999–2000 63

Table 29: Number and Average Salaries of U.S. ARL University Librarians by Years of Experience and Sex, FY 1999–2000 64

Table 30: Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience and Sex, FY 1999–2000 64

CANADIAN ARL UNIVERSITY LIBRARIES

Table 31: Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 1999–2000 69

Table 32: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 1999–2000 70

Table 33: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 1999–2000 71

Table 34: Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 1999–2000 72

ARL UNIVERSITY MEDICAL LIBRARIES

Table 35: Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, FY 1999–2000 74

Table 36: Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999–2000 76

Table 37: Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999–2000 77

Table 38: Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999–2000 78

Table 39: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 1999–2000 79

Table 40: Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 1999–2000 80

Table 41: Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 1999–2000 81

ARL UNIVERSITY LAW LIBRARIES

Table 42: Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Law Libraries, FY 1999–2000 84

Table 43: Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999–2000 86

Table 44: Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999–2000 87

Table 45: Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999–2000 88

Table 46: Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 1999–2000 89

Table 47: Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 1999–2000 90

Table 48: Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 1999–2000 91

ARL ANNUAL SALARY SURVEY 1999–2000

University Library Questionnaire and Instructions 95

Nonuniversity Library Questionnaire and Instructions 109

FOOTNOTES 113

APPENDIX A: ARL MEMBER LIBRARIES 123

APPENDIX B: TABLE NUMBERING CHANGES FOR 1999–2000 125

INTRODUCTION

INTRODUCTION

The *ARL Annual Salary Survey 1999-2000* reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of 121 libraries that serve major North American research institutions.[1] The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program, which produces the salary survey, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The *ARL Annual Salary Survey* is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries, and is a valuable management and research tool.

Data for 8,595 professional staff members were reported this year for the 111 ARL university libraries, including their law and medical libraries (814 staff members reported by 69 medical libraries and 660 staff members reported by 72 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,737 professional staff members.

This year's publication has been re-organized to include four new tables and provide a separate U.S. section. All the tables published in prior years are also included, but some renumbering had to be done to accommodate the addition of four new tables. A detailed appendix mapping this year's table-numbering scheme in relation to last year's is included at the end of the book.

The tables are organized in seven major sections. The first section includes Tables 1 through 4 which report salary figures for all professionals working in ARL member libraries, including law and medical library data. The second section includes salary information for the 10 nonuniversity research libraries of ARL. The third section, entitled "ARL University Libraries" reports data in Tables 7 through 25 for the "general" library system of the university ARL members, combining U.S. and Canadian data but excluding law and medical data. The fourth section, composed of Tables 26 through 30, reports data on U.S. ARL university library members excluding law and medical data; the fifth section, Tables 31–34, reports data on Canadian ARL university libraries in Canadian dollars excluding law and medical data. The sixth section, Tables 35–41, reports data on medical libraries, and the seventh section, Tables 42–48, reports on law libraries combining U.S. and Canadian data.

---

[1] George Washington University became an ARL member in 1998 and this year, its salary survey data are included in the publication for the first time. Linda Hall is not a member of ARL, as of 2000, and is not included in this year's publication.

The university population is generally treated in three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. All branch libraries for which data were received, other than law and medical, are included in the "general" category, whether or not those libraries are administratively independent. Footnotes for many institutions provide information on branch inclusion or exclusion.

Most tables show Canadian salaries converted into U.S. dollar equivalents at the rate of 1.5103 Canadian dollars per U.S. dollar.[2] Tables 4 , and 31 through 34, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

RACE AND ETHNICITY

There were 893 minority professional staff reported in 98 U.S. ARL university libraries, including law and medical — 39 more than last year,[3] the largest increase in the number of minority professionals in recent years. Note that the data for minority professionals comes only from the U.S. ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

The Office of Management and Budget has revised the Standards for the Classification of Federal Data on Race and Ethnicity[4] and according to the new standard there will be five minimum categories for data on race (American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White) and two categories for data on ethnicity ("Hispanic or Latino" and "Not Hispanic or Latino"). Respondents will be able to report more than one race by choosing multiple categories in response to the race question; repondents also will be able to choose the ethnicity category "Hispanic or Latino" and choose one or more race categories. The new standards will be used by the Bureau of the Census in the 2000 decennial census. Other Federal programs will adopt the standards as soon as possible, but not later than 1 January 2003, for use in household surveys, administrative forms and records, and other data collections. In light of these developments, the *ARL Annual Salary Survey* collected optional data based on these new definitions for the first time this year.

---

[2] This is the average monthly noon exchange rate published in the Bank of Canada *Review* for the period July 1998-June 1999.

[3] Ten of these 39 are from the new ARL member library.

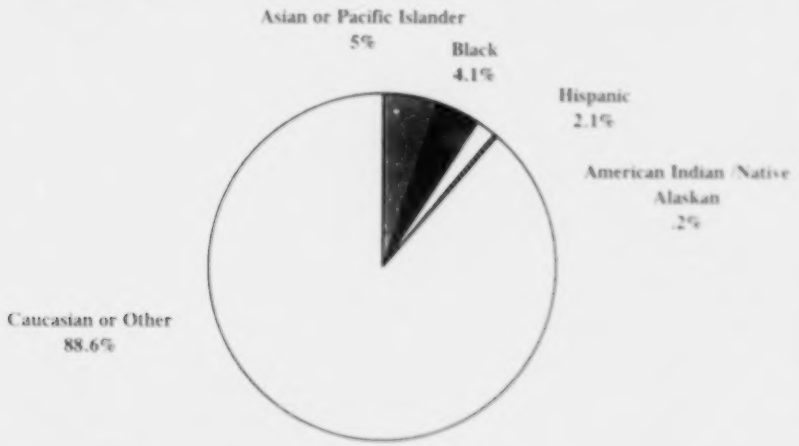
[4] <http://www.whitehouse.gov/WH/EOP/OMB/html/fedreg/Ombdir/5.html>

Seventy-one libraries provided complete or partial data on the new optional categories regarding race and ethnicity, reporting data for a total of 4,202 professionals. Only 47 out of the 4,202 professionals (1%) selected multiple race/ethnicity categories, half of which (21 professionals) were in the combined category of White Hispanic.

Currently, minority staff make up 11.4% of the professional staff in U.S. ARL university libraries (including law and medical). The number of minorities in managerial or administrative positions in the largest U.S. academic libraries is even lower: 5.1% are directors (5 out of 98), 6.5% are associate or assistant directors (23 out of 354), and 10.5% are branch librarians (50 out of 475). The overall racial/ethnic distribution of professional staff in U.S. ARL university libraries is: Caucasian/Other 88.6%, Asian/Pacific Islander 5%, Black 4.1%, Hispanic 2.1%, and American Indian/Native Alaskan .2% (see Graph 1). Recent race and ethnicity data from the American Library Association (ALA) on academic libraries show that the sample of academic libraries surveyed by ALA has a higher representation of Blacks, Asian/Pacific Islanders, and American Indian/Alaskan Native than ARL libraries.[5]

ARL U.S. university libraries have a lower proportion of Asians/Pacific Islanders (.5 less) but more Blacks (.4) and Hispanics (.3) compared to last year. Wilder had noted that ARL professionals of Asian ethnic background are likely to be reduced in numbers over the coming years because of retirements, as they tend to be older than their colleagues of other ethnicities.[6]

Graph 1
Ethnicity/Race of Professional Staff in U.S. ARL University Libraries, 1999-2000



[5] Mary Jo Lynch, "Librarians' Salaries Smaller Increases This Year," *American Libraries* (November 1998): 68, <http://www.ala.org/alaorg/ors/racethnc.html>.

[6] Stanley J. Wilder, *The Age Demographics of Academic Librarians: a Profession Apart* (Washington: Association of Research Libraries, 1995): 46-47.

Minority professional staff in U.S. ARL university libraries continues to be disproportionately distributed across the country. In Figure 1, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL's data-collection experience. Minorities are underrepresented in the East South Central, New England, West North Central, West South Central, Mountain, and East North Central regions (see Table 25 for a definition of the regions). Proportionately to other regions, there are more minorities in the Pacific, South Atlantic, and Middle Atlantic areas.

Figure 1

MINORITY PROFESSIONALS BY REGION (U.S.)
IN ARL UNIVERSITY LIBRARIES, FY 1999-2000

	New England	Middle Atlantic	E North Central	W North Central	South Atlantic	East S Central	West S Central	Mountain	Pacific	TOTAL	%
Race/Ethnicity Category											
Black	20	55	52	24	102	16	18	7	27	321	35.95%
Hispanic	16	22	18	5	26	1	21	19	36	164	18.37%
Asian	42	77	71	13	53	3	25	17	94	395	44.23%
AI/NA[7]		2	4	2				2	3	13	1.46%
Minority Total	78	156	145	44	181	20	64	45	160	893	100.00%
Regional Percent of Minority Total	8.73%	17.47%	16.24%	4.93%	20.27%	2.24%	7.17%	5.04%	17.92%	100.00%	11.4%
Nonminority Total	902	1,092	1,242	486	1,150	308	538	406	841	6,965	
Regional Percent of Nonminority Total	12.95%	15.68%	17.83%	6.98%	16.51%	4.42%	7.72%	5.83%	12.07%	100.00%	88.6%
Regional Percent Total staff	12.47%	15.88%	17.65%	6.74%	16.94%	4.17%	7.66%	5.74%	12.74%	100.00%	100.00%
Proportional Minority Representation	-32.55%	11.42%	-8.94%	-29.39%	22.76%	-49.35%	-7.22%	-13.55%	48.39%		

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. The ARL Diversity Program focuses on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections.[8]

[7] American Indian/Native Alaska.

[8] For more information on the ARL Diversity Program see <http://www.arl.org/diversity/>.

Women comprise 71.56% of staff in the four racial/ethnic groups that comprise minority staff, as compared to 63.76% of Caucasian/Other staff in all U.S. ARL university libraries. The overall gender balance in the 111 Canadian and U.S. university libraries (including law and medical) is 35.35% male and 64.65% female. See Figure 1, above, and Figure 2, below, for more detail on race/ethnic and gender distribution.

Figure 2

RACE/ETHNICITY AND SEX DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES FY 1999-2000

United States

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,388	36.84%	4,094	63.16%	6,482
Medical	188	25.20%	558	74.80%	746
Law	202	32.06%	428	67.94%	630
Minority[9]	254	28.44%	639	71.56%	893
Non-minority	2,524	36.24%	4,441	63.76%	6,965
All	2,778	35.35%	5,080	64.65%	7,858

Canada

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	213	33.33%	426	66.67%	639
Medical	11	16.18%	57	83.82%	68
Law	13	43.33%	17	56.67%	30
All	237	32.16%	500	67.84%	737

United States and Canada (Combined)

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,601	36.53%	4,520	63.47%	7,121
Medical	199	24.45%	615	75.55%	814
Law	215	32.58%	445	67.42%	660
All	3,015	35.08%	5,580	64.92%	8,595

[9] Includes staff in medical and law libraries.

GENDER DATA

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Data on salary comparisons for directors also are frequently requested. It is perhaps noteworthy that the average salary for female directors in university libraries is slightly higher than the average salary for male directors (see Table 17) for the fourth consecutive year. Many new hires have occurred in the last few years, contributing to the largest number of women in the top administrative library position (54 women directors out of 111 total directorships reported this year) and higher salaries for women directors of ARL libraries.

Looking at other job categories, though, as Table 17 demonstrates, average salaries for men in most cases still surpass those of women in the same job category. For nine categories (of the 27 used in the tables) do average salaries of women exceed those of men. Moreover, the overall salary for women is still only 94% that of men for the 111 ARL university libraries (93% for 98 ARL university libraries reporting data throughout the salary survey history). Table 18 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 17. An inspection of data in Table 18 reveals that experience differentials between men and women cannot account fully for all of the salary differentials evident in Table 17. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in every one of the experience cohorts. This pattern is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in nine of the ten experience cohorts (see Table 30).

Looking at the salaries over a longer period of time and holding constant the number of libraries over a 19-year period (Figure 3), we can see that women are gradually closing the earnings gap across different job categories, but the process is very slow. Women earned more than men in two job categories (Head of Documents and Circulation) in 1980-81; in 1989-90 women earned more than men in four job categories (Director, Functional Specialist, Head of Serials, and Head of Documents); most recently, in 1999-2000, women earned more than men in five job categories (Director, Head of Reference, Head of Circulation, Head of Computer Systems, and Cataloger). Overall, women earned the equivalent of 87% of men's salaries in 1980-81, 90% in 1989-90, and 93% in 1999-2000.

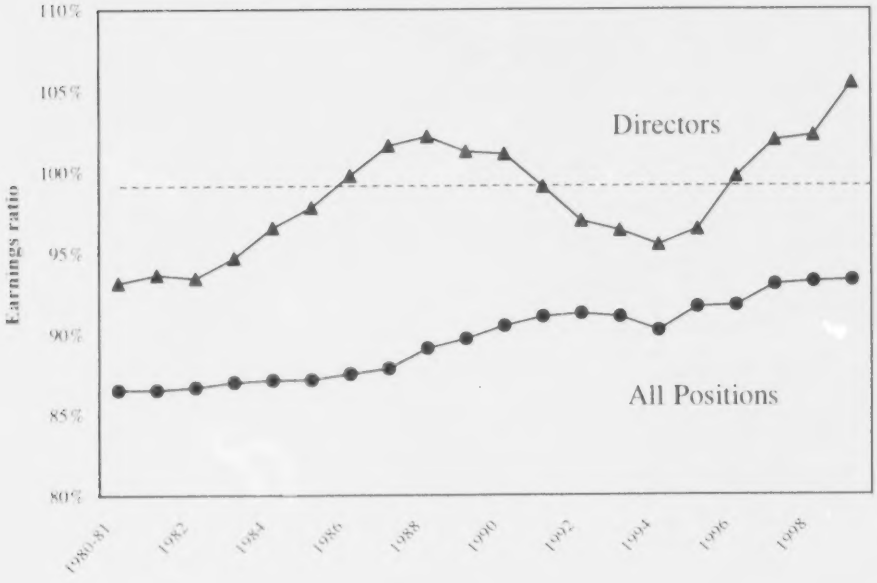
Figure 3

SALARY DIFFERENTIALS FOR MEN AND WOMEN FROM 1980-81 TO 1999-2000
(reporting data for 98 ARL university libraries)

	1980-81			1989-90			1999-2000		
Job Category	Women Mean	Men Mean	Female-to-Male Earnings Ratio	Women Mean	Men Mean	Female-to-Male Earnings Ratio	Women Mean	Men Mean	Female-to-Male Earnings Ratio
Director	$44,872	$48,128	93%	$89,598	$88,473	101%	$132,068	$125,211	105%
Associate Director	34,251	37,001	93%	56,982	59,193	96%	78,230	81,230	96%
Assistant Director	28,975	31,776	91%	50,074	52,869	95%	71,361	75,308	95%
Head, Medical	33,941	36,752	92%	64,064	64,792	99%	90,116	101,369	89%
Head, Law	36,839	40,248	92%	71,114	81,193	88%	108,777	119,938	91%
Head, Branch	22,671	24,946	91%	38,863	43,124	90%	55,689	61,346	91%
Functional Specialist	20,218	22,212	91%	34,588	33,870	102%	45,701	45,907	100%
Subject Specialist	21,034	21,820	96%	34,406	37,680	91%	49,038	51,529	95%
Head, Acquisitions	N/A	N/A	N/A	37,738	39,311	96%	51,355	53,345	96%
Head, Reference	22,956	24,257	95%	39,083	40,663	96%	55,802	55,004	101%
Head, Cataloging	23,659	24,315	97%	38,373	42,998	89%	54,079	54,768	99%
Head, Serials	21,557	21,768	99%	38,487	37,949	101%	50,625	55,498	91%
Head, Documents	21,830	21,293	103%	38,348	36,796	104%	50,005	51,491	97%
Head, Circulation	20,942	20,731	101%	33,270	35,385	94%	51,075	45,873	111%
Head, Rare books	21,979	27,138	81%	37,881	46,583	81%	56,653	65,988	86%
Head, Computer Systems	N/A	N/A	N/A	42,488	45,923	93%	61,234	60,185	102%
Head, Other	21,725	23,981	91%	37,626	41,035	92%	52,494	56,575	93%
Public services	18,004	18,950	95%	30,803	32,153	96%	41,217	41,988	98%
Technical services	18,163	18,668	97%	32,294	33,149	97%	43,536	44,469	98%
Administration	20,249	21,148	96%	35,172	35,943	98%	47,353	51,705	92%
Reference librarian	N/A	N/A	N/A	31,327	32,030	98%	42,726	43,389	98%
Cataloger	N/A	N/A	N/A	31,045	31,882	97%	44,336	43,790	101%
TOTAL	**$20,329**	**$23,492**	**87%**	**$35,694**	**$39,864**	**90%**	**$50,429**	**$54,052**	**93%**

Graph 2 shows the annual female-to-male earnings ratio since 1980-81. Female directors have closed the earnings gap, but women overall are still being paid less than men. The gender gap in salaries is closing slowly in ARL libraries.

Graph 2
FEMALE-TO-MALE EARNINGS RATIOS



There is also a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.[10] A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies—the largest percent of men employed in ARL libraries was 38.2% in 1980-81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

INSTITUTIONAL CHARACTERISTICS AND SALARIES

A. PUBLIC AND PRIVATE INSTITUTIONS

Salaries in private U.S. ARL university libraries continue to exceed those paid in publicly supported U.S. university libraries. In FY 1999-2000, the differential has slightly declined, compared to last year, to $2,181, or 4.2%, more for the average position in a private institution. In a few cases—Heads of Acquisitions, Serials, Government Documents/Maps, and Circulation, and Reference Librarians with over 14

[10] Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," *Chronicle of Higher Education* (12 December, 1997): A60.

years of experience—do average salaries in the public sector exceed those paid for similar positions in private university libraries (see Table 21).

B. Library Size

Size of the library, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well. The cutoff staffing levels used to determine the largest cohort of libraries has declined since 1995-96, indicating a general trend towards downsizing in the largest cohort of libraries.[11] For the first time this year, the second largest cohort of libraries, with staff levels between 75 and 110, has the highest average salary, $52,961, compared to $52,799 for the largest cohort, with staff over 110. Libraries with staff of 50-74 professionals paid an average salary of $50,167 and those with staff between 24 and 49 paid $48,901. The difference in salaries between the highest paying cohort and the lowest paying cohort is $4,060, a smaller difference compared to last year's of $4,427 (see Table 23).

C. Geographic Area

The highest salaries are found in the Pacific area (see Table 25), followed by New England and, the Middle Atlantic. All three areas have overall average salaries higher than $50,000, with the Pacific area averaging as high as $58,605. Canadian salaries are the lowest; Canada's currency has had a declining purchasing power against the U.S. dollar since the early '90s (Table 4). Note that the Canadian dollar has hit new lows (1.5103 Canadian dollars to one U.S. dollar).[12] Within the U.S., salaries in the West South Central region are the lowest, followed by the East South Central, and West North Central, and South Atlantic areas.

D. Rank Structure

Rank structure continues to provide a useful framework for examining professional salaries in ARL university libraries. The following table displays average salary and years of experience in the most commonly used rank structures. Readers should be aware that not all individuals have a rank that fits into the rank structure the library utilizes. Most commonly, directors may have no rank or a rank outside the

---

[11] In 1995-96, the largest cohort of libraries was determined based on staff over 124; in 1996-98, over 120; in 1998-99, over 115; and, this year, over 110. See Table 23.

[12] This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 1998-June 1999 and is used in converting 1999-2000 figures that are collected as of July 1999.

structure, and it is common for nonlibrarians included in the survey (business officers, personnel staff, computer specialists, etc.) to be unranked as well.

The pattern of relationships between rank and salary seen in past years continues with the present report where higher rank is associated with higher average years of experience and a higher salary. Over 65% (5,631 professionals) of the 8,595 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems. And the largest number of librarians (3,312 or 38.5%) occupies a rank in a four-step rank structure.

Figure 4

AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	37,970	9.6	36,125	5.9	36,071	5.2
Librarian 2	46,783	17.5	42,208	12.4	42,635	13.1
Librarian 3	62,194	22.7	50,432	19.5	48,390	17.5
Librarian 4			62,222	24.4	60,447	21.1
Librarian 5					65,643	25.8
No. of Staff	1,360		3,312		959	

INFLATION EFFECT

Tables 2 and 6 reveal changes in beginning professional and median salaries, as well as changes in the U.S. Bureau of Labor's Cost of Living Index (CPI-U) for university and nonuniversity research libraries. Table 3 is similar to Table 2 but reports data only on U.S. libraries. Table 4 shows trend data for Canadian libraries and compares them to the Canadian Consumer Price Index changes. Tables 2, 3, and 4 include law and medical library staff in ARL university libraries. All tables indicate that the purchasing power of professionals working in ARL libraries increased faster than inflation.

The median salary for all ARL libraries was $47,377 in 1999-2000; for only U.S. ARL libraries it was $48,000; and for Canadian ARL libraries it was $41,316 converted at

the rate of 1.5103 Canadian to U.S. dollars (that is a median of $62,400 Canadian dollars).

Table 6 reveals that the median salary for nonuniversity staff has increased about 7% in the last year. The median salary for combined U.S. and Canadian salaries increased 3.4% (Table 2); for U.S. salaries 4.1% (Table 3), and for Canadian salaries denominated in Canadian dollars 2.4% (Table 4). At the same time, the U.S. Consumer Price Index increased only 2.1% in the last year and the Canadian Consumer Price Index increased only 1.8%.

These increases indicate a 15.3% increase in the purchasing power of the median U.S. salary in university libraries and a 10.2% increase in the purchasing power of the median nonuniversity salary since 1984-85.

Beginning salaries have increased even faster, gaining 17.5% and 16.5% for university and nonuniversity salaries respectively. The median beginning salary in ARL university libraries is $31,100; in ARL nonuniversity research libraries it is $30,849.

A likely explanation for these rapid salary increases is that libraries are in need of hiring professionals with advanced technological skills and the demand for these skills is pushing salaries up. At the same time, as people are hired with increasingly higher salaries, a need to adjust the overall salary structure to achieve some equity for the experienced staff members is another factor contributing to salaries increasing faster than inflation. This combined with other evidence from the *ARL Statistics*, which shows that libraries' proportion of materials expenditures is increasing faster, leads to a future picture of libraries with fewer staff members that are being paid higher salaries.

Readers are reminded that these data reflect only salaries, and that there are other compensation issues, which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, which may portray results in a way that cannot be fully representative of a local situation.

Martha Kyrillidou
Association of Research Libraries
28 January, 2000

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

Tables 1–4

TABLE 1: DISTRIBUTION BY SALARY LEVEL*

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example, in FY 1999-2000, 48.1% of all ARL university librarians earned more than $48,000, as did 73.2% of all ARL nonuniversity librarians.

	University Librarians				Nonuniversity Librarians			
Salary Range	FY 1998-99	cum. %	FY 1999-2000	cum. %	FY 1998-99	cum. %	FY 1999-2000	cum. %
More than $200,000	1	0.0	2	0.0				
175,000 - 199,999	4	0.1	5	0.1				
150,000 - 174,999	18	0.3	32	0.5	1		1	0.0
140,000 - 149,999	20	0.5	22	0.7				
130,000 - 139,999	20	0.8	19	0.9	2	0.1	5	0.2
120,000 - 129,999	26	1.1	41	1.4	78	2.1	81	2.3
110,000 - 119,999	51	1.7	41	1.9	21	2.7	17	2.8
100,000 - 109,999	51	2.3	60	2.6	108	5.5	165	7.2
95,000 - 99,999	40	2.8	41	3.1	102	8.2	81	9.4
90,000 - 94,999	49	3.3	61	3.8	77	10.2	74	11.3
85,000 - 89,999	85	4.3	96	4.9	133	13.7	158	15.6
80,000 - 84,999	105	5.6	108	6.1	117	16.7	142	19.4
75,000 - 79,999	116	7.0	122	8.1	139	20.4	180	24.3
70,000 - 74,999	248	9.9	256	11.1	192	25.4	132	28.0
65,000 - 69,999	381	14.5	460	16.5	214	31.0	227	34.1
60,000 - 64,999	410	19.3	524	22.6	394	41.3	533	48.3
55,000 - 59,999	669	27.3	733	31.1	417	52.2	440	60.1
50,000 - 54,999	956	38.7	966	42.3	514	65.7	363	69.8
48,000 - 49,999	436	43.9	491	48.1	132	69.2	126	73.2
46,000 - 47,999	458	49.3	527	54.2	180	73.9	189	78.2
44,000 - 45,999	538	55.7	544	60.5	111	76.8	77	80.3
42,000 - 43,999	597	62.8	576	67.2	144	80.5	157	84.5
40,000 - 41,999	599	70.0	542	73.5	140	84.2	98	87.1
38,000 - 39,999	540	76.4	528	79.7	170	88.7	113	90.2
36,000 - 37,999	541	82.8	494	85.4	80	90.8	152	94.2
34,000 - 35,999	453	88.2	462	90.8	63	92.4	55	95.7
32,000 - 33,999	411	93.1	348	94.8	158	96.5	69	97.5
30,000 - 31,999	317	96.9	216	97.3	35	97.5	54	99.0
29,000 - 29,999	69	97.7	64	98.1	37	98.4	5	99.1
28,000 - 28,999	73	98.6	52	98.7	8	98.6	3	99.2
27,000 - 27,999	42	99.1	38	99.1	7	98.8	9	99.4
26,000 - 26,999	26	99.4	27	99.5	14	99.2	5	99.6
25,000 - 25,999	23	99.7	22	99.7	14	99.6	12	99.9
24,000 - 24,999	14	99.8	18	99.9	1	99.6	1	99.9
23,000 - 23,999	8	99.9	2	99.9	3	99.7		
22,000 - 22,999	3	100.0	1	100.0	3	99.7	3	100.0
21,000 - 21,999			2	100.0	2	99.8		
Less than 21,000	2	100.0	2	100.0	8	100.0		
Total Positions	8,400		8,595		3,819		3,737	
Median Salary	$45,775		$47,377		$56,000		$59,916	

* Canadian salaries expressed in U.S. dollars. Includes medical and law libraries.

BEST COPY AVAILABLE

TABLE 2: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1984 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary†	BPS‡ Median	Median Salary Index	BPS‡ Index	Actual CPI	Adjusted CPI
1999-2000	111	8,595	$ 47,377	$ 31,100	181.5	188.5	166.7	160.4
1998-99	110	8,400	45,775	30,000	175.2	181.7	163.2	156.9
1997-98	110	8,414	44,534	28,500	170.5	172.6	160.5	154.3
1996-97	109	8,325	43,170	27,687	165.3	167.7	157.0	151.0
1995-96	108	8,231	41,901	27,000	160.5	163.6	152.5	146.7
1994-95	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-94	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-93	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-92	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-91	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-90	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-89	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-88	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-87	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-86	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1984-85	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.
† Includes medical and law libraries.
‡ Beginning professional salary.

TABLE 3: SALARY TRENDS IN U.S. ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the U.S. Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median Salary Change	Median Salary Index	Actual CPI	Adjusted CPI	CPI Change
1999-2000	98	7,858	$48,000	4.1%	185.0	166.7	160.4	2.1%
1998-99	97	7,671	46,130	3.6%	177.8	163.2	157.1	1.7%
1997-98	97	7,682	44,544	3.4%	171.7	160.5	154.5	2.2%
1996-97	96	7,562	43,084	3.4%	166.1	157.0	151.1	3.0%
1995-96	95	7,435	41,651	2.7%	160.5	152.5	146.8	2.8%
1994-95	95	7,401	40,573	3.4%	156.4	148.4	142.8	2.8%
1993-94	95	7,390	39,257	3.0%	151.3	144.4	139.0	3.0%
1992-93	95	7,375	38,124	3.0%	146.9	140.2	134.9	2.9%
1991-92	94	7,408	37,009	3.5%	142.6	136.2	131.1	4.2%
1990-91	94	7,543	35,761	5.2%	137.8	130.7	125.8	5.4%
1989-90	94	7,344	34,000	5.8%	131.0	124.0	119.3	4.8%
1988-89	94	7,252	32,149	5.4%	123.9	118.3	113.9	4.1%
1987-88	93	7,145	30,492	5.1%	117.5	113.6	109.3	3.6%
1986-87	92	6,886	29,021	6.5%	111.9	109.6	105.5	1.9%
1985-86	91	6,707	27,249	5.0%	105.0	107.6	103.6	3.6%
1984-85	91	6,456	25,946	6.9%	100.0	103.9	100.0	-

* Includes medical and law libraries in median salary.

TABLE 4: SALARY TRENDS IN CANADIAN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both U.S. $ and Canadian $ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures.

Fiscal Year	No. of Libs.	Total Staff	Median Salary in U.S. $†	Median Salary Change†	Exchange Rate	Median Salary in Can. $	Median Salary Change	Canadian CPI Change
1999-2000	13	737	$41,316	-3.8%	1.5103	Can $ 62,400	2.4%	1.8%
1998-99	13	729	42,963	-2.7	1.4177	60,909	0.9	1.0
1997-98	13	732	44,167	1.4	1.3663	60,346	1.7	1.8
1996-97	13	764	43,569†	0.9	1.3613	59,310	-0.4	1.2
1995-96	13	796	43,173	-1.7	1.3794	59,554	1.3	2.5
1994-95	13	815	43,919	-6.0	1.3381	58,768	0.7	0.2
1993-94	13	816	46,744	-4.3	1.2488	58,374	2.9	1.6
1992-93	13	837	48,820	2.7	1.1623	56,744	3.4	1.3
1991-92	13	847	47,519	5.5	1.1547	54,870	3.6	5.8
1990-91	13	839	45,023	15.1	1.1759	52,942	12.5	4.2
1989-90	13	853	39,117	12.3	1.2026	47,042	5.3	5.4
1988-89	13	837	34,826	11.7	1.2826	44,668	5.3	3.8
1987-88	13	817	31,178	10.9	1.3602	42,408	9.1	4.7
1986-87	13	831	28,123	-1.9	1.3817	38,858	1.2	4.2
1985-86	13	829	28,666	1.1	1.3388	38,378	7.9	3.8
1984-85	12	705	28,346	-0.8	1.2548	35,569	0.8	4.2
Average				2.5			3.7	3.0

* Canadian salaries expressed in U.S. dollars.
† Includes medical and law libraries in median salary.

ARL NONUNIVERSITY LIBRARIES

Tables 5–6

TABLE 5: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NONUNIVERSITY LIBRARIES*

		Median Salaries		Beginning Salaries	
	No. of Staff	FY 1998-99	FY 1999-2000	FY 1998-99	FY 1999-2000
Boston Public Library	198	$56,461	$50,166	$23,243	$25,421
Canada Institute for Scientific and Technical Information *	155	35,268	34,761	17,634	18,337
Center for Research Libraries	22	44,780	44,000	26,500	30,305
Library of Congress[1]	2,615	61,190	63,436	32,457	33,650
National Agricultural Library[1]	101	53,343	55,303	32,457	33,650
National Library of Canada *	127	31,725	33,656	22,541	25,051
National Library of Medicine	169	58,051	58,556	32,457	33,650
New York Public Library[1]	232	38,335	42,250	29,877	31,296
New York State Library[1]	67	47,086	47,086	30,401	30,401
Smithsonian Library	51	52,559	56,929	36,786	34,772

* Canadian salaries expressed in U.S. dollars.
[1] See footnotes.

TABLE 6: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary*	BPS† Median	Median Salary Index	BPS† Index	Actual CPI	Adjusted CPI
1999-2000	10	3,737	$59,916	$30,849	176.8	186.9	166.7	160.3
1998-99	11	3,819	56,000	29,877	165.3	181.0	163.2	156.9
1997-98	11	3,779	55,055	28,724	162.5	174.0	160.5	154.3
1996-97	11	3,799	51,150	28,380	151.0	172.0	157.0	151.0
1995-96	11	3,915	49,149	28,162	145.1	170.7	152.5	146.7
1994-95	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-94	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-93	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991-92	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-91	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-90	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-89	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-88	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-87	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-86	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984-85	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.
† Beginning professional salary.

ARL UNIVERSITY LIBRARIES

Tables 7–25

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LIBRARIES, FY 1999-2000*

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2000	FY 1999	FY 2000	FY 1999	FY 2000	FY 1999	FY 2000	FY 2000
Alabama	44	$38,318	$38,807	$37,973	$34,510	$26,000	$26,000	13.1
Alberta [1]	50	42,617	42,650	40,384	42,300	23,528	23,521	18.3
Arizona [1]	56	44,363	49,080	43,146	46,556	34,921	35,460	15.4
Arizona State [1]	73	46,238	48,829	45,074	49,219	28,000	30,000	18.4
Auburn	45	47,289	47,246	45,150	45,500	30,450	31,500	15.4
Boston University [1]	46	44,215	44,798	41,600	42,521	29,425	30,600	18.2
Brigham Young [1]	82	47,912	50,917	46,322	48,943	28,500	32,000	18.2
British Columbia [1]	65	46,701	46,502	44,774	42,756	24,497	22,996	21.6
Brown [1]	59	50,133	51,916	49,138	50,994	30,200	31,100	20.8
California, Berkeley [1]	91	61,678	63,250	59,448	60,636	31,656	32,292	19.7
California, Davis [1]	43	60,592	62,542	59,488	66,780	31,656	32,292	22.2
California Irvine	52	62,066	63,233	65,472	66,780	31,656	32,292	20.0
California, Los Angeles	98	60,857	62,733	65,472	66,780	31,656	32,292	19.3
California, Riverside [1]	38	55,826	58,824	55,728	56,844	31,656	32,292	19.7
California, San Diego	66	57,940	60,363	55,788	58,008	31,656	32,292	17.9
California, Santa Barbara	44	58,430	58,822	58,110	56,844	31,656	32,292	16.8
Case Western Reserve	44	43,217	43,634	39,520	40,452	30,410	31,480	14.2
Chicago [1]	70	50,190	53,991	46,206	49,808	32,500	33,475	15.9
Cincinnati [1]	62	50,864	50,350	51,767	51,923	25,000	25,000	20.2
Colorado [1]	42	47,127	51,254	44,784	49,425	31,500	31,500	19.3
Colorado State [1]	41	49,513	50,968	45,820	48,665	36,000	36,000	20.5
Columbia	93	56,251	58,392	52,775	54,762	36,000	37,500	16.6
Connecticut [1]	53	55,441	56,121	56,501	56,145	35,500	36,000	17.3
Cornell [1]	115	47,464	50,044	42,110	47,256	29,500	30,500	16.1
Dartmouth [1]	42	51,880	54,719	49,724	53,500	31,000	31,200	15.7
Delaware [1]	55	49,352	50,944	49,332	51,059	30,000	32,000	13.3
Duke [1]	87	48,497	49,117	44,700	46,050	30,550	32,800	15.2
Emory [1]	59	48,724	51,214	46,700	48,325	29,500	30,000	15.8
Florida	77	42,042	43,881	39,102	40,953	28,000	30,000	19.9
Florida State	37	40,247	42,645	39,386	40,200	25,000	27,000	23.1
George Washington [1]	34		49,253		47,875		30,000	15.5
Georgetown [1]	47	47,888	50,844	46,427	48,576	38,357	38,357	17.1
Georgia [1]	72	45,650	47,838	43,605	45,583	28,500	29,500	16.2
Georgia Tech	40	46,237	48,321	44,500	47,400	29,000	31,000	16.0
Guelph	25	44,590	41,555	46,155	41,274	26,970	24,315	19.5
Harvard	356	54,721	55,866	50,401	51,993	34,300	35,200	15.1
Hawaii	54	52,714	51,453	52,290	51,264	33,312	33,312	18.1
Houston [1]	34	43,004	43,318	39,759	41,129	27,000	30,000	13.9
Howard [1]	34	47,538	46,786	45,918	44,226	40,000	36,865	15.7
Illinois, Chicago [1]	49	45,707	47,187	43,632	45,150	30,500	31,500	15.1
Illinois, Urbana	122	47,488	49,942	45,136	47,470	31,000	33,000	16.9
Indiana [1]	87	49,970	51,449	47,008	48,785	31,039	31,862	17.7
Iowa	64	51,838	54,219	50,731	52,207	30,000	30,000	20.0
Iowa State	42	46,809	50,243	45,252	47,093	30,000	31,000	16.9
Johns Hopkins [1]	55	45,298	50,169	43,640	48,283	33,956	34,805	14.5
Kansas [1]	76	42,910	43,963	40,583	42,311	26,000	30,000	15.8
Kent State [1]	48	45,322	51,008	39,946	47,500	36,667	40,333	15.3
Kentucky [1]	71	43,020	44,838	41,174	42,552	28,000	30,000	15.8
Laval [1]	57	42,660	39,376	41,453	39,067	23,764	22,307	22.9
Louisiana State [1]	54	38,311	38,016	34,100	35,300	28,500	29,000	12.2
McGill [1]	52	41,822	41,287	41,552	41,081	23,983	22,512	20.3
McMaster [1]	24	41,986	40,070	40,883	39,918	24,022	22,550	19.8
Manitoba [1]	40	42,532	39,369	43,026	40,917	22,393	21,442	20.3
Marviand [1]	100	43,824	45,869	42,756	47,087	24,819	31,762	17.5
Massachusetts [1]	57	51,216	53,417	52,586	53,744	31,000	33,000	17.6
MIT	80	47,766	50,052	44,803	46,900	31,000	32,000	14.2

*Directors are included in figures for average years of experience and most positions, but not in either for average or median salaries.
Excludes medical and law libraries. See Tables 33 and 42 for statistics related to medical and law library salaries.
Canadian salaries expressed in U.S. dollars.
See Footnotes. Not a member during this year.

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LIBRARIES, FY 1999-2000*

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2000	FY 1999	FY 2000	FY 1999	FY 2000	FY 1999	FY 2000	FY 2000
Miami	33	$46,270	$45,962	$44,793	$45,067	$27,000	$29,500	20.7
Michigan [1]	104	49,238	51,543	44,204	46,342	31,000	32,000	16.5
Michigan State [1]	58	44,065	44,933	42,000	42,000	33,000	33,000	17.1
Minnesota	103	48,768	49,728	45,985	47,677	30,000	32,000	19.8
Missouri [1]	36	44,134	44,547	41,066	41,192	26,500	27,500	19.0
Nebraska [1]	38	43,857	47,440	42,403	45,929	29,000	31,000	16.5
New Mexico [1]	38	51,063	57,474	50,299	55,677	34,300	40,000	20.2
New York University [1]	57	54,281	56,781	48,803	51,035	37,000	38,000	15.2
North Carolina	87	43,932	44,869	41,650	42,050	29,000	30,000	17.9
North Carolina State [1]	76	47,669	49,765	44,410	46,575	30,500	31,500	12.2
Northwestern	80	48,474	50,290	45,372	47,569	28,200	29,200	14.6
Notre Dame	42	48,894	49,895	47,430	48,720	32,000	34,000	16.4
Ohio University [1]	43	46,332	47,404	45,965	45,746	29,207	29,500	16.9
Ohio State [1]	92	46,113	48,068	43,871	45,538	29,004	30,000	16.4
Oklahoma	32	44,454	45,965	38,285	38,345	32,000	34,000	13.5
Oklahoma State	48	41,124	42,455	37,476	38,820	31,500	31,500	14.6
Oregon [1]	51	41,820	43,681	38,382	41,008	27,500	28,000	13.5
Pennsylvania	73	46,840	49,243	43,886	45,325	32,000	34,000	18.9
Pennsylvania State [1]	105	48,578	49,771	46,776	48,378	32,500	33,500	16.9
Pittsburgh [1]	61	42,795	44,513	39,319	40,286	30,000	30,000	12.8
Princeton	114	55,159	57,144	50,800	53,600	32,600	32,600	19.2
Purdue [1]	52	47,523	48,425	45,355	46,090	26,000	28,000	16.6
Queen's [*1]	38	39,124	37,886	37,727	36,643	22,572	21,188	18.5
Rice	53	45,695	47,140	41,850	43,325	30,712	31,326	14.9
Rochester [1]	56	41,413	42,095	37,232	38,028	28,000	32,000	17.4
Rutgers [1]	103	63,323	63,407	65,909	67,447	34,119	34,306	18.3
Saskatchewan [*]	27	46,136	43,344	48,499	46,294	21,933	20,589	20.0
South Carolina [1]	59	41,202	45,788	39,631	42,812	24,500	26,000	16.4
Southern California	81	53,549	57,038	49,121	51,706	32,500	32,500	18.7
Southern Illinois [1]	34	48,156	48,634	46,287	43,632	33,000	35,000	16.7
Stanford [1]	99	65,061	63,727	58,964	57,177	37,500	38,000	22.5
SUNY Albany [1]	48	44,123	45,900	43,206	44,284	29,000	33,000	17.8
SUNY Buffalo [1]	81	47,464	47,744	46,524	46,378	27,000	30,000	14.9
SUNY Stony Brook	36	51,540	56,802	50,170	55,584	29,000	32,000	18.7
Syracuse [1]	40	42,685	44,436	41,017	43,276	30,000	30,000	20.1
Temple	39	43,332	49,187	41,422	45,228	30,000	30,000	19.1
Tennessee [1]	41	49,249	48,977	46,536	46,531	29,000	30,000	18.2
Texas [1]	109	45,362	49,588	42,462	45,750	30,000	32,000	18.5
Texas A&M [1]	85	42,751	43,732	39,650	41,298	30,000	31,000	11.2
Texas Tech [1]	44	36,286	40,024	32,952	37,616	28,128	29,328	11.0
Toronto [*1]	137	47,076	45,629	49,608	47,919	23,841	22,711	18.4
Tulane	34	46,234	45,345	44,376	43,946	30,100	31,500	17.4
Utah [1]	54	42,436	44,520	39,811	42,000	28,000	30,000	14.7
Vanderbilt [1]	60	43,451	43,601	39,225	39,560	28,000	28,000	15.2
Virginia [1]	67	51,206	52,335	49,300	48,150	30,000	30,000	17.6
Virginia Tech	36	43,648	47,014	41,446	44,200	28,500	30,000	17.2
Washington [1]	106	46,701	48,769	44,160	46,164	29,400	30,600	17.7
Washington State	48	43,303	47,045	41,604	45,667	26,000	30,000	15.9
Washington U.-St.Louis [1]	45	44,019	44,371	38,913	40,528	27,500	27,800	16.4
Waterloo [*1]	38	40,364	38,708	39,580	38,294	24,632	23,469	19.6
Wayne State [1]	55	47,642	49,897	41,847	44,820	33,000	34,000	14.3
Western Ontario	39	39,505	37,436	40,502	37,572	28,687	27,266	19.2
Wisconsin [1]	128	47,773	47,773	46,173	46,173	30,636	30,636	16.5
Yale	125	52,697	53,017	50,917	51,528	34,700	35,700	18.7
York [*1]	47	45,621	44,584	44,632	42,661	26,173	26,376	17.2

*Excludes medical and law libraries. See Tables 33 and 42 for statistics related to medical and law library salaries.
Canadian salaries expressed in U.S. dollars.
See Footnotes — Not a member during this year

TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1998-99*

Rank	Institution	Salary	Rank	Institution	Salary
1	Howard	$40,000	50	Temple	$30,000
2	Georgetown	38,357	50	Texas	30,000
3	Stanford	37,500	50	Texas A&M	30,000
4	New York	37,000	50	Virginia	30,000
5	Kent State	36,667	60	Cornell	29,500
6	Colorado State	36,000	60	Emory	29,500
6	Columbia	36,000	62	Boston	29,425
8	Connecticut	35,500	63	Washington	29,400
9	Arizona	34,921	64	Ohio	29,207
10	Yale	34,700	65	Ohio State	29,004
11	Harvard	34,300	66	Georgia Tech	29,000
11	New Mexico	34,300	66	Nebraska	29,000
13	Rutgers	34,119	66	North Carolina	29,000
14	Johns Hopkins	33,956	66	SUNY Albany	29,000
15	Hawaii	33,312	66	SUNY Stony Brook	29,000
16	Michigan State	33,000	66	Tennessee	29,000
16	Southern Illinois	33,000	72	Western Ontario	28,687
16	Wayne State	33,000	73	Brigham Young	28,500
19	Princeton	32,600	73	Georgia	28,500
20	Chicago	32,500	73	Louisiana State	28,500
20	Pennsylvania State	32,500	73	Virginia Tech	28,500
20	Southern California	32,500	77	Northwestern	28,200
23	Notre Dame	32,000	78	Texas Tech	28,128
23	Oklahoma	32,000	79	Arizona State	28,000
23	Pennsylvania	32,000	79	Florida	28,000
26	Calif. Berkeley	31,656	79	Kentucky	28,000
26	Calif. Davis	31,656	79	Rochester	28,000
26	Calif. Irvine	31,656	79	Utah	28,000
26	Calif. Los Angeles	31,656	79	Vanderbilt	28,000
26	Calif. Riverside	31,656	85	Oregon	27,500
26	Calif. San Diego	31,656	85	Wash Univ - St Louis	27,500
26	Calif. Santa Barbara	31,656	87	Houston	27,000
33	Colorado	31,500	87	Miami	27,000
33	Oklahoma State	31,500	87	SUNY Buffalo	27,000
35	Indiana	31,039	90	Guelph †	26,970
36	Dartmouth	31,000	91	Missouri	26,500
36	Illinois, Urbana	31,000	92	York †	26,173
36	Massachusetts	31,000	93	Alabama	26,000
36	MIT	31,000	93	Kansas	26,000
36	Michigan	31,000	93	Purdue	26,000
41	Rice	30,712	93	Washington State	26,000
42	Wisconsin	30,636	97	Cincinnati	25,000
43	Duke	30,550	97	Florida State	25,000
44	Illinois, Chicago	30,500	99	Maryland	24,819
44	North Carolina State	30,500	100	Waterloo †	24,632
46	Auburn	30,450	101	South Carolina	24,500
47	Case Western Reserve	30,410	102	British Columbia †	24,497
48	Brown	30,200	103	McMaster †	24,023
49	Tulane	30,100	104	McGill †	23,983
50	Delaware	30,000	105	Toronto †	23,841
50	Iowa	30,000	106	Laval †	23,764
50	Iowa State	30,000	107	Alberta †	23,528
50	Minnesota	30,000	108	Queen's †	22,572
50	Pittsburgh	30,000	109	Manitoba †	22,393
50	Syracuse	30,000	110	Saskatchewan †	21,933

* Reprinted from *ARL Annual Salary Survey 1998-99*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

† Canadian salaries expressed in U.S. dollars.

TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	Kent State	$40,333	56	Brown	$31,100
2	New Mexico	40,000	57	Georgia Tech	31,000
3	Georgetown	38,357	57	Iowa State	31,000
4	New York	38,000	57	Nebraska	31,000
4	Stanford	38,000	57	Texas A&M	31,000
6	Columbia	37,500	61	Wisconsin	30,636
7	Howard	36,865	62	Boston '	30,600
8	Colorado State	36,000	62	Washington	30,600
8	Connecticut	36,000	64	Cornell	30,500
10	Yale	35,700	65	Arizona State	30,000
11	Arizona	35,460	65	Emory	30,000
12	Harvard	35,200	65	Florida	30,000
13	Southern Illinois	35,000	65	George Washington	30,000
14	Johns Hopkins	34,805	65	Houston	30,000
15	Rutgers	34,306	65	Iowa	30,000
16	Notre Dame	34,000	65	Kansas	30,000
16	Oklahoma	34,000	65	Kentucky	30,000
16	Pennsylvania	34,000	65	North Carolina	30,000
16	Wayne State	34,000	65	Ohio State	30,000
20	Pennsylvania State	33,500	65	Pittsburgh	30,000
21	Chicago	33,475	65	SUNY Buffalo	30,000
22	Hawaii	33,312	65	Syracuse	30,000
23	Illinois, Urbana	33,000	65	Temple	30,000
23	Massachusetts	33,000	65	Tennessee	30,000
23	Michigan State	33,000	65	Utah	30,000
23	SUNY Albany	33,000	65	Virginia	30,000
27	Duke	32,800	65	Virginia Tech	30,000
28	Princeton	32,600	65	Washington State	30,000
29	Southern California	32,500	84	Georgia	29,500
30	Calif. Berkeley	32,292	84	Miami	29,500
30	Calif. Davis	32,292	84	Ohio	29,500
30	Calif. Irvine	32,292	87	Texas Tech	29,328
30	Calif. Los Angeles	32,292	88	Northwestern	29,200
30	Calif. Riverside	32,292	89	Louisiana State	29,000
30	Calif. San Diego	32,292	90	Oregon	28,000
30	Calif. Santa Barbara	32,292	90	Purdue	28,000
37	Brigham Young	32,000	90	Vanderbilt	28,000
37	Delaware	32,000	93	Washington St. Louis	27,800
37	MIT	32,000	94	Missouri	27,500
37	Michigan	32,000	95	Western Ontario [1]	27,266
37	Minnesota	32,000	96	Florida State	27,000
37	Rochester	32,000	97	York [1]	26,376
37	SUNY Stony Brook	32,000	98	Alabama	26,000
37	Texas	32,000	98	South Carolina	26,000
45	Indiana	31,862	100	Cincinnati	25,000
46	Maryland	31,762	101	Guelph [1]	24,315
47	Auburn	31,500	102	Alberta [1]	23,521
47	Colorado	31,500	103	Waterloo [1]	23,469
47	Illinois, Chicago '	31,500	104	British Columbia [1]	22,996
47	North Carolina State	31,500	105	Toronto [1]	22,711
47	Oklahoma State	31,500	106	McMaster [1]	22,550
47	Tulane	31,500	107	McGill [1]	22,512
53	Case Western Reserve	31,480	108	Laval [1]	22,307
54	Rice	31,326	109	Manitoba [1]	21,442
55	Dartmouth	31,200	110	Queen's [1]	21,188
			111	Saskatchewan [1]	20,589

* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.
' See Footnotes.
[1] Canadian salaries expressed in U.S. dollars.

TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1998-99*

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$65,909	56	York †	$44,632
2	California, Irvine	65,472	57	Georgia Tech	44,500
2	California, Los Angeles	65,472	58	North Carolina State	44,410
4	California, Davis	59,488	59	Tulane	44,376
5	California, Berkeley	59,448	60	Michigan	44,204
6	Stanford	58,964	61	Washington	44,160
7	California, Santa Barbara	58,110	62	Pennsylvania	43,886
8	Connecticut	56,501	63	Ohio State	43,871
9	California, San Diego	55,788	64	Johns Hopkins	43,640
10	California, Riverside	55,728	65	Illinois, Chicago	43,632
11	Columbia	52,775	66	Georgia	43,605
12	Massachusetts	52,589	67	SUNY Albany	43,206
13	Hawaii	52,290	68	Arizona	43,146
14	Cincinnati	51,767	69	Manitoba †	43,029
15	Yale	50,917	70	Maryland	42,756
16	Princeton	50,800	71	Texas	42,462
17	Iowa	50,731	72	Nebraska	42,403
18	Harvard	50,400	73	Cornell	42,110
19	New Mexico	50,299	74	Michigan State	42,000
20	SUNY Stony Brook	50,170	75	Rice	41,850
21	Dartmouth	49,724	76	Wayne State	41,847
22	Toronto	49,608	77	North Carolina	41,650
23	Delaware	49,332	78	Washington State	41,604
24	Virginia	49,300	79	Boston University	41,600
25	Brown	49,138	80	McGill †	41,552
26	Southern California	49,121	81	Laval †	41,453
27	New York University	48,803	82	Virginia Tech	41,446
28	Saskatchewan †	48,499	83	Temple	41,422
29	Notre Dame	47,430	84	Kentucky	41,179
30	Indiana	47,008	85	Missouri	41,066
31	Pennsylvania State	46,776	86	Syracuse	41,017
32	Emory	46,700	87	McMaster †	40,883
33	Tennessee	46,536	88	Kansas	40,583
34	SUNY Buffalo	46,524	89	Western Ontario †	40,502
35	Georgetown	46,427	90	Alberta †	40,384
36	Brigham Young	46,322	91	Kent State	39,946
37	Southern Illinois	46,287	92	Utah	39,811
38	Chicago	46,206	93	Houston	39,759
39	Wisconsin	46,175	94	Texas A&M	39,650
40	Guelph †	46,155	95	South Carolina	39,631
41	Minnesota	45,985	96	Waterloo †	39,580
42	Ohio University	45,965	97	Case Western Reserve	39,520
43	Howard	45,918	98	Florida State	39,386
44	Colorado State	45,820	99	Pittsburgh	39,319
45	Northwestern	45,372	100	Vanderbilt	39,225
46	Purdue	45,355	101	Florida	39,102
47	Iowa State	45,252	102	Washington U.-St. Louis	38,913
48	Auburn	45,150	103	Oregon	38,382
49	Illinois, Urbana	45,136	104	Oklahoma	38,285
50	Arizona State	45,074	105	Alabama	37,973
51	MIT	44,800	106	Queen's †	37,727
52	Miami	44,793	107	Oklahoma State	37,476
53	Colorado	44,784	108	Rochester	37,232
54	British Columbia †	44,774	109	Louisiana State	34,100
55	Duke	44,700	110	Texas Tech	32,952

* Reprinted from *ARL Annual Salary Survey 1998-99*. Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.
† Canadian salaries expressed in U.S. dollars.

TABLE 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$67,447	56	Washington	$46,164
2	California, Davis	66,780	57	Purdue	46,090
2	California, Irvine	66,780	58	Duke	46,050
2	California, Los Angeles	66,780	59	Nebraska	45,929
5	California, Berkeley	60,636	60	Texas	45,750
6	California, San Diego	58,008	61	Ohio University	45,746
7	Stanford	57,177	62	Washington State	45,667
8	California, Riverside	56,844	63	Georgia	45,583
8	California, Santa Barbara	56,844	64	Ohio State	45,538
10	Connecticut	56,145	65	Auburn	45,500
11	New Mexico	55,677	66	Pennsylvania	45,325
12	SUNY Stony Brook	55,584	67	Temple	45,228
13	Columbia	54,762	68	Illinois, Chicago	45,150
14	Massachusetts	53,744	69	Miami	45,067
15	Princeton	53,600	70	Wayne State	44,820
16	Dartmouth	53,500	71	SUNY Albany	44,284
17	Iowa	52,207	72	Howard	44,226
18	Harvard	51,993	73	Virginia Tech	44,200
19	Cincinnati	51,923	74	Tulane	43,946
20	Southern California	51,706	75	Southern Illinois	43,632
21	Yale	51,528	76	Rice	43,325
22	Hawaii	51,264	77	Syracuse	43,276
23	Delaware	51,059	78	South Carolina	42,812
24	New York University	51,035	79	British Columbia †	42,756
25	Brown	50,994	80	York †	42,661
26	Chicago	49,808	81	Kentucky	42,552
27	Colorado	49,425	82	Boston University	42,521
28	Arizona State	49,219	83	Kansas	42,311
29	Brigham Young	48,943	84	Alberta †	42,300
30	Indiana	48,785	85	North Carolina	42,050
31	Notre Dame	48,720	86	Michigan State	42,000
32	Colorado State	48,665	86	Utah	42,000
33	Georgetown	48,576	88	Texas A&M	41,298
34	Pennsylvania State	48,378	89	Guelph †	41,274
35	Emory	48,325	90	Missouri	41,192
36	Johns Hopkins	48,283	91	Houston	41,129
37	Virginia	48,150	92	McGill †	41,081
38	Toronto	47,919	93	Oregon	41,008
39	George Washington	47,875	94	Florida	40,953
40	Minnesota	47,677	95	Manitoba †	40,917
41	Northwestern	47,569	96	Washington U.-St. Louis	40,528
42	Kent State	47,500	97	Case Western Reserve	40,452
43	Illinois, Urbana	47,470	98	Pittsburgh	40,286
44	Georgia Tech	47,400	99	Florida State	40,200
45	Cornell	47,256	100	McMaster †	39,918
46	Iowa State	47,093	101	Vanderbilt	39,560
47	Maryland	47,087	102	Laval †	39,067
48	MIT	46,900	103	Oklahoma State	38,820
49	North Carolina State	46,575	104	Oklahoma	38,345
50	Arizona	46,556	105	Waterloo †	38,294
51	Tennessee	46,531	106	Rochester	38,028
52	SUNY Buffalo	46,378	107	Texas Tech	37,616
53	Michigan	46,342	108	Western Ontario †	37,572
54	Saskatchewan †	46,294	109	Queen's †	36,643
55	Wisconsin	46,175	110	Louisiana State	35,300
			111	Alabama	34,510

* Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.
† Canadian salaries expressed in U.S. dollars.

TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1998-99*

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$65,061	56	Washington	$46,701
2	Rutgers	63,323	57	Ohio University	46,332
3	California, Irvine	62,066	58	Miami	46,270
4	California, Berkeley	61,678	59	Arizona State	46,238
5	California, Los Angeles	60,857	60	Tulane	46,234
6	California, Davis	60,592	61	Georgia Tech	46,233
7	California, Santa Barbara	58,430	62	Saskatchewan †	46,136
8	California, San Diego	57,940	63	Ohio State	46,113
9	Columbia	56,251	64	Maryland	45,824
10	California, Riverside	55,826	65	Illinois, Chicago	45,707
11	Connecticut	55,441	66	Rice	45,695
12	Princeton	55,159	67	Georgia	45,650
13	Harvard	54,721	68	York †	45,621
14	New York University	54,281	69	Kent State	45,523
15	Southern California	53,549	70	Texas	45,362
16	Hawaii	52,714	71	Johns Hopkins	45,298
17	Yale	52,697	72	Guelph †	44,590
18	Dartmouth	51,880	73	Oklahoma	44,454
19	Iowa	51,838	74	Arizona	44,363
20	SUNY Stony Brook	51,540	75	Boston University	44,218
21	Massachusetts	51,216	76	Missouri	44,134
22	Virginia	51,206	77	SUNY Albany	44,123
23	New Mexico	51,063	78	Michigan State	44,065
24	Cincinnati	50,864	79	Washington U.-St. Louis	44,019
25	Chicago	50,190	80	North Carolina	43,932
26	Brown	50,133	81	Nebraska	43,857
27	Indiana	49,970	82	Virginia Tech	43,648
28	Colorado State	49,513	83	Vanderbilt	43,451
29	Delaware	49,352	84	Temple	43,332
30	Tennessee	49,249	85	Washington State	43,303
31	Michigan	49,238	86	Case Western Reserve	43,217
32	Notre Dame	48,894	87	Kentucky	43,020
33	Minnesota	48,768	88	Houston	43,004
34	Emory	48,724	89	Kansas	42,910
35	Pennsylvania State	48,578	90	Pittsburgh	42,795
36	Duke	48,497	91	Texas A&M	42,751
37	Northwestern	48,474	92	Syracuse	42,685
38	Southern Illinois	48,156	93	Laval †	42,660
39	Brigham Young	47,912	94	Alberta †	42,617
40	Georgetown	47,888	95	Manitoba †	42,532
41	Wisconsin	47,773	96	Utah	42,436
42	MIT	47,768	97	Florida	42,042
43	North Carolina State	47,669	98	McMaster †	41,986
44	Wayne State	47,642	99	McGill †	41,822
45	Howard	47,538	100	Oregon	41,820
46	Purdue	47,523	101	Rochester	41,413
47	Illinois, Urbana	47,488	102	South Carolina	41,202
48	SUNY Buffalo	47,464	103	Oklahoma State	41,124
49	Cornell	47,464	104	Waterloo †	40,364
50	Auburn	47,289	105	Florida State	40,247
51	Colorado	47,127	106	Western Ontario †	39,505
52	Toronto †	47,076	107	Queen's †	39,124
53	Pennsylvania	46,840	108	Alabama	38,318
54	Iowa State	46,809	109	Louisiana State	38,311
55	British Columbia †	46,701	110	Texas Tech	36,286

* Reprinted from *ARL Annual Salary Survey 1998-99*. Salaries of directors are not included in the calculation of averages.
Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.
† Canadian salaries expressed in U.S. dollars.

TABLE 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$63,727	56	Washington	$48,769
2	Rutgers	63,407	57	Southern Illinois	48,634
3	California, Berkeley	63,250	58	Purdue	48,425
4	California, Irvine	63,233	59	Georgia Tech	48,321
5	California, Los Angeles	62,733	60	Ohio State	48,068
6	California, Davis	62,542	61	Georgia	47,838
7	California, San Diego	60,363	62	Wisconsin	47,773
8	California, Riverside	58,824	63	SUNY Buffalo	47,744
9	California, Santa Barbara	58,822	64	Nebraska	47,440
10	Columbia	58,392	65	Ohio University	47,404
11	New Mexico	57,474	66	Auburn	47,246
12	Princeton	57,144	67	Illinois, Chicago	47,187
13	Southern California	57,038	68	Rice	47,140
14	SUNY Stony Brook	56,802	69	Washington State	47,045
15	New York University	56,781	70	Virginia Tech	47,014
16	Connecticut	56,121	71	Howard	46,786
17	Harvard	55,899	72	British Columbia †	46,502
18	Dartmouth	54,719	73	Oklahoma	45,965
19	Iowa	54,219	74	Miami	45,962
20	Chicago	53,991	75	SUNY Albany	45,900
21	Massachusetts	53,417	76	South Carolina	45,788
22	Yale	53,017	77	Toronto †	45,629
23	Virginia	52,335	78	Tulane	45,345
24	Brown	51,936	79	Michigan State	44,933
25	Michigan	51,543	80	North Carolina	44,869
26	Hawaii	51,453	81	Kentucky	44,858
27	Indiana	51,449	82	Boston University	44,798
28	Colorado	51,259	83	York †	44,584
29	Emory	51,214	84	Missouri	44,547
30	Kent State	51,008	85	Utah	44,520
31	Colorado State	50,968	86	Pittsburgh	44,513
32	Delaware	50,944	87	Syracuse	44,436
33	Brigham Young	50,917	88	Washington U.-St. Louis	44,371
34	Georgetown	50,844	89	Kansas	43,963
35	Cincinnati	50,350	90	Florida	43,881
36	Northwestern	50,240	91	Texas A&M	43,732
37	Iowa State	50,243	92	Oregon	43,681
38	Johns Hopkins	50,169	93	Case Western Reserve	43,634
39	MIT	50,052	94	Vanderbilt	43,601
40	Cornell	50,044	95	Saskatchewan †	43,344
41	Illinois, Urbana	49,942	96	Houston	43,318
42	Wayne State	49,867	97	Alberta †	42,650
43	Notre Dame	49,865	98	Florida State	42,645
44	Pennsylvania State	49,771	99	Oklahoma State	42,455
45	North Carolina State	49,765	100	Rochester	42,095
46	Minnesota	49,728	101	Guelph †	41,555
47	Texas	49,568	102	McGill †	41,287
48	George Washington	49,253	103	McMaster †	40,070
49	Pennsylvania	49,243	104	Texas Tech	40,024
50	Temple	49,187	105	Laval †	39,376
51	Duke	49,117	106	Manitoba †	39,365
52	Arizona	49,080	107	Alabama †	38,807
53	Tennessee	48,977	108	Waterloo †	38,708
54	Maryland	48,895	109	Louisiana State	38,016
55	Arizona State	48,829	110	Queen's †	37,886
			111	Western Ontario †	37,436

* Salaries of directors are not included in the calculation of averages.
Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.
† Canadian salaries expressed in U.S. dollars.

TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1996-97 TO 1999-2000*

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1997	1998	1999	2000	1997	1998	1999	2000	1997	1998	1999	2000
Alabama	109	109	108	107	109	109	105	111	107	108	93	98
Alberta	59	72	94	97	67	77	90	84	99	102	107	102
Arizona	71	78	74	52	59	65	68	50	29	33	9	11
Arizona State	77	68	59	55	69	58	50	28	78	61	79	65
Auburn	80	99	50	66	88	101	48	65	19	31	46	47
Boston University	82	100	75	82	92	104	79	82	77	60	62	62
Brigham Young	66	70	39	33	72	68	36	29	57	70	73	37
British Columbia	28	41	55	72	27	36	54	79	88	93	102	104
Brown	33	31	26	24	41	37	25	25	44	45	48	56
California, Berkeley	6	4	4	3	8	3	5	5	20	20	26	30
California, Davis	4	5	6	6	3	3	4	2	20	20	26	30
California, Irvine	3	1	3	4	1	1	2	2	20	20	26	30
California, Los Angeles	5	6	5	5	3	3	2	2	20	20	26	30
California, Riverside	11	10	10	8	9	10	10	8	20	20	26	30
California, San Diego	9	9	8	7	10	11	9	6	20	20	26	30
California, Santa Barbara	7	7	7	9	5	7	7	8	20	20	26	30
Case Western Reserve	104	89	86	93	106	95	97	97	97	89	47	53
Chicago	22	23	25	20	33	34	38	26	27	19	20	21
Cincinnati	36	26	24	35	22	19	14	19	91	96	97	100
Colorado	91	82	51	28	73	63	53	27	78	70	33	47
Colorado State	30	27	28	31	48	39	44	32	1	3	6	8
Columbia	10	11	9	10	11	13	11	13	5	6	6	6
Connecticut	8	8	11	16	7	8	8	10	11	4	8	8
Cornell	45	36	49	40	71	61	73	45	60	53	60	64
Dartmouth	17	20	18	18	20	23	21	16	39	33	36	55
Delaware	41	33	29	32	23	24	23	23	62	77	50	37
Duke	26	29	36	51	37	44	55	58	32	29	43	27
Emory	39	42	34	29	38	45	32	35	45	49	60	65
Florida	103	106	97	90	103	105	101	94	78	61	79	65
Florida State	98	105	105	98	98	98	98	99	102	104	97	96
George Washington	'	'	'	48	'	'	'	39	'	'	'	65
Georgetown	58	32	40	34	58	33	35	33	15	12	2	3
Georgia	83	88	67	61	81	88	66	63	78	79	73	84
Georgia Tech	68	66	61	59	84	82	57	44	63	61	66	57
Guelph	57	52	72	101	32	28	40	89	104	88	90	101
Harvard	13	12	13	17	16	20	18	18	7	9	11	12
Hawaii	18	18	16	26	19	12	13	22	6	10	15	22
Houston	102	94	88	96	100	91	93	91	78	79	87	65

* Excludes medical and law libraries.
' Not a member during this year.

TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1996-97 TO 1999-2000*

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1997	1998	1999	2000	1997	1998	1999	2000	1997	1998	1999	2000
Howard	52	69	45	71	65	64	43	72	3	7	1	7
Illinois, Chicago	63	57	65	67	70	67	65	68	40	42	44	47
Illinois, Urbana	61	47	47	41	75	48	49	43	36	33	36	23
Indiana	25	28	27	27	29	30	30	30	35	47	35	45
Iowa	19	22	19	19	17	16	17	17	74	79	50	65
Iowa State	31	38	54	37	40	56	47	46	45	53	50	57
Johns Hopkins	51	62	71	38	34	57	64	36	10	11	14	14
Kansas	101	93	89	89	101	90	88	83	98	96	93	65
Kent State	47	49	69	30	86	89	91	42	17	1	5	1
Kentucky	85	84	87	81	83	86	84	81	63	70	79	65
Laval	60	76	93	105	39	49	81	102	96	99	106	108
Louisiana State	106	91	109	109	108	107	109	110	45	53	73	89
McGill	74	79	99	102	49	60	80	92	103	105	104	107
McMaster	65	74	98	103	53	55	87	100	101	100	103	106
Manitoba	62	61	95	106	30	32	69	95	106	107	109	109
Maryland	64	56	64	54	68	70	70	47	105	106	99	46
Massachusetts	20	15	21	21	15	9	12	14	33	27	36	23
MIT	46	67	42	39	66	74	51	48	63	70	36	37
Miami	67	54	58	74	61	54	52	69	78	79	87	84
Michigan	27	35	31	25	64	72	60	53	33	42	36	37
Michigan State	81	64	78	79	76	69	74	86	40	33	16	23
Minnesota	55	34	33	46	54	40	41	40	45	33	50	37
Missouri	87	80	76	84	91	84	85	90	91	90	91	94
Nebraska	72	75	81	64	62	71	72	59	54	53	66	57
New Mexico	24	43	23	11	24	41	19	11	29	14	11	2
New York University	16	14	14	15	21	18	27	24	4	4	4	4
North Carolina	79	77	80	80	79	80	77	85	57	49	66	65
North Carolina State	43	58	43	45	52	50	58	49	40	48	44	47
Northwestern	32	45	37	36	46	47	45	41	75	70	77	88
Notre Dame	23	21	32	43	26	27	29	31	15	15	23	16
Ohio University	53	37	57	65	47	38	42	61	45	61	64	84
Ohio State	48	55	63	60	50	53	63	64	56	59	65	65
Oklahoma	88	87	73	73	97	96	104	104	63	33	23	16
Oklahoma State	108	107	103	99	107	108	107	103	90	95	33	47
Oregon	90	104	100	92	90	102	103	93	91	87	85	90
Pennsylvania	38	44	53	49	51	52	62	66	36	33	23	16
Pennsylvania State	35	40	35	44	35	35	31	34	13	15	20	20
Pittsburgh	100	95	90	86	99	99	99	98	63	33	50	65

* Excludes medical and law libraries.
' Not a member during this year.

TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1996-97 TO 1999-2000*

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1997	1998	1999	2000	1997	1998	1999	2000	1997	1998	1999	2000
Princeton	15	16	12	12	18	21	16	15	18	30	19	28
Purdue	69	51	46	58	57	46	46	57	91	96	93	90
Queen's	105	108	107	110	102	103	106	109	108	109	108	110
Rice	92	71	66	68	89	66	75	76	28	32	41	54
Rochester	97	103	101	100	103	106	108	106	78	61	79	37
Rutgers	1	3	2	2	2	2	1	1	9	13	13	15
Saskatchewan	56	63	62	95	31	25	28	54	109	110	110	111
South Carolina	96	102	102	76	95	97	95	78	91	101	101	98
Southern California	21	19	15	13	28	26	26	20	14	18	20	29
Southern Illinois	49	60	38	57	36	62	37	75	29	27	16	13
Stanford	2	2	1	1	6	6	6	7	1	2	1	4
SUNY Albany	78	97	77	75	60	81	67	71	52	61	66	23
SUNY Buffalo	42	53	48	63	43	42	34	52	63	76	87	65
SUNY Stony Brook	14	17	20	14	13	17	20	12	40	53	66	37
Syracuse	95	83	92	87	93	87	86	77	76	79	50	65
Temple	73	65	84	50	55	75	83	67	63	61	50	65
Tennessee	40	50	30	53	42	43	33	51	63	61	66	65
Texas	75	73	70	47	78	78	71	60	78	49	50	37
Texas A&M	86	92	91	91	96	93	94	88	63	70	50	37
Texas Tech	*	110	110	104	*	110	110	107	*	94	78	87
Toronto	29	30	52	77	14	15	22	38	100	103	105	105
Tulane	107	59	60	78	105	51	59	74	78	42	49	47
Utah	99	101	96	85	94	94	92	86	63	76	76	65
Vanderbilt	70	85	83	94	87	92	100	101	37	70	76	90
Virginia	37	25	22	23	44	31	24	37	36	13	50	65
Virginia Tech	93	90	82	70	77	83	82	73	45	50	73	65
Washington	54	46	56	56	63	59	61	56	45	49	63	62
Washington State	94	81	85	69	80	76	78	62	87	90	90	65
Washington U-St. Louis	76	86	79	88	85	100	102	96	63	76	85	90
Waterloo	89	96	104	108	74	79	96	105	89	92	100	103
Wayne State	50	48	44	42	82	85	76	70	12	15	16	16
Western Ontario	84	98	106	111	56	73	89	108	55	69	72	93
Wisconsin	44	24	41	62	45	22	39	55	53	46	42	63
Yale	12	13	17	22	12	14	15	21	8	8	10	10
York	34	39	68	83	25	29	56	80	61	78	92	97

* Excludes medical and law libraries.
* Not a member during this year.

TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY AND POSITION, FY 1999-2000*

SALARY INTERVALS	NUMBER OF STAFF								PERCENTAGE AT EACH LEVEL							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$175,000 or more	5			1					5			0				
150,000-174,999	20			1					18			0				
140,000-149,999	12	3	1						11	2	0					
130,000-139,999	12	2	1						11	1	0					
120,000-129,999	21	3	2				5		19	2	1				0	
110,000-119,999	12	6	1		1				11	3	0		0			
100,000-109,999	13	13	4	1		2	2	1	12	7	2	0		0	0	0
95,000-99,999	1	14	6	8	1		3		1	8	3	2	0		0	
90,000-94,999	1	20	10	5	2	1	8	2	1	11	5	1	0	0	1	0
85,000-89,999	3	19	22	9	1	7	12	5	3	10	11	2	0	1	1	0
80,000-84,999	2	30	21	7	3	7	18	5	2	16	10	1	0	1	1	0
75,000-79,999	3	18	30	14	12	20	33	12	3	10	14	3	1	2	2	0
70,000-74,999	4	13	38	30	14	25	74	19	4	7	18	6	1	3	5	1
65,000-69,999	2	16	28	49	38	62	125	73	2	9	14	10	4	7	9	3
60,000-64,999		11	16	58	63	59	156	71		6	8	11	6	7	11	3
55,000-59,999		8	10	86	75	82	202	160		4	5	17	7	9	14	6
50,000-54,999		7	8	81	107	121	241	252		4	4	16	10	13	17	9
48,000-49,999		1		31	62	55	94	148		1		6	6	6	7	5
46,000-47,999			3	28	63	68	85	185			1	5	6	8	6	7
44,000-45,999				26	64	68	84	205				5	6	8	6	7
42,000-43,999			2	29	74	67	77	238			1	6	7	7	5	9
40,000-41,999			4	14	70	58	58	227			2	3	7	6	4	8
38,000-39,999				11	66	57	44	249				2	6	6	3	9
36,000-37,999				5	85	52	36	236				1	8	6	3	9
34,000-35,999				10	84	51	26	232				2	8	6	2	8
32,000-33,999				3	54	20	8	216				1	5	2	1	8
30,000-31,999				1	41	16	11	117				0	4	2	1	4
29,000-29,999				1	10	1	5	31				0	1	0	0	1
28,000-28,999					11		2	29					1		0	1
27,000-27,999					10	2		19					1	0		1
26,000-26,999					3			17					0			1
25,000-25,999				1	5	1	1	10				0	0	0	0	0
24,000-24,999					3	2	1	9					0	0	0	0
23,000-23,999					1			1					0			0
22,000-22,999													0			
21,000-21,999					1											0
Less than 21,000								1								
TOTAL	111	184	207	510	1,024	904	1,411	2,770	100	100	100	100	100	100	100	100

* Excludes medical and law libraries.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY, SEX, AND POSITION, FY 1999-2000*

SALARY INTERVALS	Women								Men							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$175,000 or more	3								2			1				
150,000-174,999	11								9			1				
140,000-149,999	6	2	1						6	1						
130,000-139,999	6	2							6		1					
120,000-129,999	12	1							9	2	2				5	
110,000-119,999	7	4	1						5	2			1			
100,000-109,999	3	5	2				1		10	8	2	1		2	1	1
95,000-99,999		6	4	3			2		1	8	2	5	1		1	
90,000-94,999		12	3	2	2		2		1	8	7	3		1	6	2
85,000-89,999	1	11	11	4	1	4	5	3	2	8	11	5		3	7	2
80,000-84,999	2	16	13	2	2	3	13	5		14	8	5	1	4	5	
75,000-79,999	1	14	16	5	8	10	21	6	2	4	14	9	4	10	12	6
70,000-74,999	2	5	21	19	8	12	38	11	2	8	17	11	6	13	36	8
65,000-69,999		12	14	29	22	23	70	57	2	4	14	20	16	39	55	16
60,000-64,999		7	10	36	30	31	109	52		4	6	22	33	28	47	19
55,000-59,999		6	8	58	36	44	133	111		2	2	28	39	38	69	49
50,000-54,999		5	3	60	61	70	149	179		2	5	21	46	51	92	73
48,000-49,999		1		25	33	26	73	102				6	29	29	21	46
46,000-47,999			1	17	28	38	59	133			2	11	35	30	26	52
44,000-45,999				19	34	39	62	144				7	30	29	22	61
42,000-43,999			2	19	43	50	51	157				10	31	17	26	81
40,000-41,999			2	7	40	30	41	160			2	7	30	28	17	67
38,000-39,999				8	32	29	32	164				3	34	28	12	85
36,000-37,999				3	44	33	25	165				2	41	19	11	71
34,000-35,999				6	45	30	19	151				4	39	21	7	81
32,000-33,999				3	35	14	6	161					19	6	2	55
30,000-31,999				1	21	10	7	93					20	6	4	24
29,000-29,999					7	1	3	24				1	3		2	7
28,000-28,999					6		1	23					5		1	6
27,000-27,999					6	2		15					4			4
26,000-26,999								14					3			3
25,000-25,999					4	1	1	8				1	1			2
24,000-24,999						2	1	4					3			5
23,000-23,999					1			1								
22,000-22,999																
21,000-21,999													1			
Less than 20,000								1								
TOTAL	**54**	**109**	**112**	**326**	**549**	**502**	**924**	**1,944**	**57**	**75**	**95**	**184**	**475**	**402**	**487**	**826**

* Excludes medical and law libraries.

BEST COPY AVAILABLE

TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1999-2000*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		$131,224	54	$123,025	57	$127,014	111
Associate Director		82,058	109	86,181	75	83,739	184
Assistant Director		74,243	112	76,051	95	75,073	207
Head, Branch		55,661	326	60,812	184	57,519	510
Functional Specialist		45,643	549	45,790	475	45,711	1024
Subject Specialist		48,698	502	51,454	402	49,924	904
Dept. Head:	Acquisitions	54,485	68	55,337	22	54,693	90
	Reference	56,568	82	55,134	30	56,184	112
	Cataloging	54,664	131	55,623	42	54,897	173
	Serials	51,802	22	55,498	12	53,107	34
	Documents/Maps	51,735	48	51,399	37	51,589	85
	Circulation	52,827	65	49,988	19	52,185	84
	Rare Books/Manuscripts	57,064	51	65,669	39	60,793	90
	Computer Systems	67,320	25	61,720	52	63,538	77
	Other	52,205	432	56,775	234	53,811	666
Reference:	Over 14 years experience	48,776	469	48,609	204	48,725	673
	10 to 14 years experience	41,817	168	43,909	65	42,401	233
	5 to 9 years experience	38,864	203	38,248	86	38,681	289
	Under 5 years experience	33,327	213	34,123	88	33,560	301
Cataloging:	Over 14 years experience	48,375	331	46,004	135	47,688	466
	10 to 14 years experience	42,725	88	43,189	58	42,910	146
	5 to 9 years experience	38,101	76	40,343	36	38,821	112
	Under 5 years experience	33,707	65	33,926	18	33,755	83
Other:	Over 14 years experience	51,242	137	54,683	60	52,290	197
	10 to 14 years experience	41,259	58	46,834	19	42,634	77
	5 to 9 years experience	39,326	52	39,466	23	39,369	75
	Under 5 years experience	34,306	84	34,223	34	34,282	118
All Positions		**$49,954**	**4,520**	**$53,129**	**2,601**	**$51,113**	**7,121**

* Canadian salaries expressed in U.S. dollars. See Table 32 for salaries of Canadian librarians expressed in Canadian dollars.
Excludes medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1999-2000*

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	29.0	54	28.8	57	28.9	111
Associate Director	23.7	109	24.4	75	24.0	184
Assistant Director	24.1	112	23.5	95	23.8	207
Head, Branch	20.9	326	20.8	184	20.9	510
Functional Specialist	12.7	549	12.1	475	12.4	1,024
Subject Specialist	17.5	502	18.4	402	17.9	904
Dept. Head: Acquisitions	20.4	68	21.3	22	20.6	90
Reference	20.0	82	18.7	30	19.6	112
Cataloging	20.6	131	21.0	42	20.7	173
Serials	18.4	22	20.5	12	19.1	34
Documents/Maps	22.0	48	21.4	37	21.7	85
Circulation	18.3	65	16.3	19	17.8	84
Rare Books/Manuscripts	21.7	51	23.3	39	22.4	90
Computer Systems	18.2	25	16.3	52	17.0	77
Other	18.3	432	19.2	234	18.6	666
Public Services	13.6	156	13.0	66	13.4	222
Technical Services	14.5	100	14.5	36	14.5	136
Administrative Services	13.2	75	16.9	34	14.3	109
Reference	14.3	1,053	14.8	443	14.4	1,496
Cataloger	18.3	560	17.0	247	17.9	807
All Positions	**17.1**	**4,520**	**17.3**	**2,601**	**17.1**	**7,121**

* Includes Canadian libraries. See Table 33 for comparable figures in Canadian libraries only.
Excludes medical and law libraries. See Tables 40 and 47 for comparable figures in medical and law libraries.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 1999-2000*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$35,038	460	$36,805	281	$35,708	741	10%
4 - 7 years	38,677	521	41,106	279	39,524	800	11%
8 - 11 years	43,381	570	44,581	329	43,820	899	13%
12 - 15 years	47,354	557	50,692	293	48,505	850	12%
16 - 19 years	53,224	508	54,258	272	53,584	780	11%
20 - 23 years	54,865	554	58,214	338	56,134	892	13%
24 - 27 years	58,688	540	61,924	349	59,958	889	12%
28 - 31 years	61,495	437	63,190	253	62,117	690	10%
32 - 35 years	60,225	248	69,287	135	63,419	383	5%
over 35 years	59,882	125	75,969	72	65,773	197	3%
All Positions	**$49,954**	**4,520**	**$53,129**	**2,601**	**$51,113**	**7,121**	**100%**

* Canadian salaries expressed in U.S. dollars. See Table 34 for salaries in Canadian dollars.
Excludes medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.

TABLE 20: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 1999-2000*

Position	Years of Experience									
	0–3 years	4 – 7 years	8–11 years	12–15 years	16–19 years	20–23 years	24–27 years	28–31 years	32–35 years	over 35 years
Director	N/A	N/A	N/A	N/A	$137,591	$120,749	$127,240	$127,562	$126,660	$126,834
Associate Director	'	'	$74,202	$73,091	76,452	83,255	89,104	83,508	88,076	'
Assistant Director	'	'	70,587	71,614	73,938	75,650	76,448	76,101	74,728	80,960
Head, Branch	$39,750	$43,511	50,627	49,047	56,993	58,901	62,056	63,869	63,073	74,091
Functional Specialist	37,560	41,028	43,458	47,345	51,637	53,524	53,514	56,778	54,178	61,926
Subject Specialist	36,526	39,733	45,193	49,494	50,998	53,549	53,866	58,229	57,940	63,441
Dept. Head: Acquisitions	'	43,125	48,644	54,032	54,371	52,377	58,457	59,066	63,787	65,574
Reference	'	42,790	49,338	52,556	56,833	54,308	63,657	59,318	65,626	'
Cataloging	'	41,026	46,456	54,312	52,729	57,566	57,848	57,755	61,126	63,870
Serials	'	'	46,459	'	'	54,098	58,319	57,776	'	N/A
Documents/Maps	'	39,467	44,153	44,895	55,870	47,917	56,813	54,930	55,460	'
Circulation	'	40,357	47,254	48,057	58,922	54,596	58,240	'	43,846	'
Rare Books/Manuscripts	'	40,309	'	50,410	58,882	68,034	63,379	66,167	63,001	'
Computer Systems	'	49,773	62,395	56,003	62,717	67,810	70,521	75,958	47,395	N/A
Other	41,694	42,645	47,719	51,660	54,482	55,018	59,656	59,747	60,826	69,453
Public Services	32,983	36,282	38,745	42,025	47,143	52,576	48,071	53,589	47,711	50,675
Technical Services	33,142	37,166	41,106	50,305	48,960	50,575	49,762	50,671	53,289	55,849
Administrative Services	37,405	42,114	40,461	49,227	54,939	51,777	68,057	61,479	66,496	66,017
Reference	32,995	37,186	40,295	43,764	46,388	47,731	49,241	51,550	51,360	53,062
Cataloger	32,954	37,475	41,017	44,742	46,827	45,474	46,025	49,335	53,024	48,624
All Positions: Average Salary	**$35,708**	**$39,524**	**$43,820**	**$48,505**	**$53,584**	**$56,134**	**$59,958**	**$62,117**	**$63,419**	**$65,773**
No. of Positions	**741**	**800**	**899**	**850**	**780**	**892**	**889**	**690**	**383**	**197**

* Years of experience reflect total professional experience. Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.
N/A - No positions reported in this category.
' Salary data are not published when fewer than four individuals are involved.

TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 1999-2000*

Position		Canadian (13)		Private (31)†		Public (67)		Total (111)	
		Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		$77,037	13	$145,416	31	$128,196	67	$127,014	111
Associate Director		57,390	21	97,903	41	83,514	122	83,739	184
Assistant Director		52,894	16	82,102	79	73,283	112	75,073	207
Head, Branch		45,419	35	59,550	160	57,832	315	57,519	510
Functional Specialist		38,954	81	49,142	341	44,677	602	45,711	1,024
Subject Specialist		41,837	56	51,682	359	49,559	489	49,924	904
Dept. Head:	Acquisitions	42,247	9	54,333	30	57,101	51	54,693	90
	Reference	47,793	9	57,166	36	56,783	67	56,184	112
	Cataloging	43,519	11	56,133	70	55,317	92	54,897	173
	Serials	‡	1	50,014	13	55,719	20	53,107	34
	Documents/Maps	43,584	8	48,881	17	53,423	60	51,589	85
	Circulation	45,227	9	51,245	25	53,907	50	52,185	84
	Rare Books/Manuscripts	48,370	10	63,489	28	61,730	52	60,793	90
	Computer Systems	52,834	10	66,998	28	63,799	39	63,538	77
	Other	46,182	65	55,549	217	54,120	384	53,811	666
Reference:	Over 14 years experience	42,833	106	48,299	160	50,428	407	48,725	673
	10 to 14 years experience	37,120	35	44,001	56	43,071	142	42,401	233
	5 to 9 years experience	34,248	20	40,132	66	38,645	203	38,681	289
	Under 5 years experience	29,796	26	35,928	71	33,215	204	33,560	301
Cataloging:	Over 14 years experience	42,281	59	49,996	169	47,390	238	47,688	466
	10 to 14 years experience	35,495	7	43,553	73	42,985	66	42,910	146
	5 to 9 years experience	‡	3	40,739	55	37,180	54	38,821	112
	Under 5 years experience	‡	3	35,447	30	33,241	50	33,755	83
Other:	Over 14 years experience	44,331	11	52,949	50	52,691	136	52,290	197
	10 to 14 years experience	33,865	5	43,435	26	43,135	46	42,634	77
	5 to 9 years experience	38,246	4	39,458	28	39,415	43	39,369	75
	Under 5 years experience	33,946	6	35,729	39	33,537	73	34,282	118
All Positions		**$42,993**	**639**	**$53,322**	**2,298**	**$51,141**	**4,184**	**$51,113**	**7,121**

* Canadian salaries expressed in U.S. dollars. Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries.
( ) Indicates the number of ARL libraries in each category.
† Includes George Washington University.
‡ Salary data are not published when fewer than four individuals are involved.

TABLE 22: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 1999-2000*

Position		Canadian (13)		Private (31)'		Public (67)		Total (111)	
		Years	No.	Years	No.	Years	No.	Years	No.
Director		28.8	13	28.7	31	29.0	67	28.9	111
Associate Director		21.8	21	24.2	41	24.3	122	24.0	184
Assistant Director		28.1	16	23.4	79	23.5	112	23.8	207
Head, Branch		21.8	35	20.7	160	20.8	315	20.9	510
Functional Specialist		14.8	81	12.7	341	12.0	602	12.4	1,024
Subject Specialist		23.2	56	17.3	359	17.8	489	17.9	904
Dept. Head:	Acquisitions	19.8	9	19.6	30	21.3	51	20.6	90
	Reference	23.2	9	19.7	36	19.1	67	19.6	112
	Cataloging	19.9	11	20.0	70	21.3	92	20.7	173
	Serials	22.0	1	16.5	13	20.7	20	19.1	34
	Documents/Maps	21.8	8	17.4	17	23.0	60	21.7	85
	Circulation	20.3	9	17.3	25	17.7	50	17.8	84
	Rare Books/Manuscripts	24.3	10	21.6	28	22.4	52	22.4	90
	Computer Systems	19.7	10	15.0	28	17.7	39	17.0	77
	Other	19.6	65	18.5	217	18.5	384	18.6	666
Reference:	Over 14 years experience	24.9	106	24.2	160	23.6	407	24.0	673
	10 to 14 years experience	12.1	35	12.1	56	11.7	142	11.9	233
	5 to 9 years experience	7.1	20	6.9	66	7.0	203	7.0	289
	Under 5 years experience	2.8	26	2.3	71	2.1	204	2.2	301
Cataloging:	Over 14 years experience	25.5	59	25.1	169	25.2	238	25.2	466
	10 to 14 years experience	11.1	7	11.6	73	11.8	66	11.7	146
	5 to 9 years experience	6.7	3	7.0	55	7.0	54	7.0	112
	Under 5 years experience	1.0	3	2.0	30	2.5	50	2.2	83
Other:	Over 14 years experience	25.9	11	22.4	50	25.3	136	24.6	197
	10 to 14 years experience	11.2	5	11.6	26	11.9	46	11.8	77
	5 to 9 years experience	7.3	4	6.8	28	7.0	43	6.9	75
	Under 5 years experience	2.8	6	2.3	39	2.0	73	2.2	118
All Positions		**19.6**	**639**	**16.8**	**2,298**	**16.9**	**4,184**	**17.1**	**7,121**

* Excludes medical and law libraries
( ) Indicates the number of ARL libraries in each category
' Includes George Washington University

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 1999-2000*

Position		Staff Over 110 (7)†		Staff 75-110 (24)		Staff 50-74 (35)		Staff 24-49 (45)	
		Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		$144,983	7	$144,587	24	$128,318	35	$113,831	45
Associate Director		89,890	22	91,841	60	80,247	53	74,832	49
Assistant Director		74,187	21	81,674	53	73,643	73	71,291	60
Head, Branch		62,642	90	61,956	153	54,723	138	51,674	129
Functional Specialist		48,351	207	46,978	299	44,571	320	42,881	198
Subject Specialist		51,962	208	51,599	322	48,325	251	45,353	123
Dept. Head:	Acquisitions	65,369	6	58,117	19	51,730	29	53,494	36
	Reference	61,067	12	59,411	22	55,390	39	53,654	39
	Cataloging	61,790	24	56,833	57	52,812	40	51,197	52
	Serials	N/A	0	52,987	9	55,194	11	51,544	14
	Documents/Maps	56,987	7	55,135	19	49,389	25	50,113	34
	Circulation	54,404	12	55,412	19	51,945	27	49,050	26
	Rare Books/Manuscripts	62,177	8	71,386	13	58,777	30	58,528	39
	Computer Systems	82,033	7	67,407	18	61,149	23	58,568	29
	Other	55,478	81	58,359	219	51,171	201	50,171	165
Reference:	Over 14years experience	50,167	76	50,515	199	49,132	181	46,240	217
	10 to 14 years experience	45,183	24	43,929	72	42,825	65	39,562	72
	5 to 9 years experience	40,336	21	39,713	84	38,998	87	37,143	97
	Under 5 years experience	34,296	26	34,439	111	33,134	77	32,595	87
Cataloging:	Over 14 years experience	51,142	92	48,827	147	45,742	127	45,308	100
	10 to 14 years experience	44,882	34	44,886	54	39,735	33	40,148	25
	5 to 9 years experience	42,621	26	38,458	34	38,161	26	36,156	26
	Under 5 years experience	36,581	14	34,922	28	32,981	19	31,138	22
Other:	Over 14 years experience	55,482	26	53,227	71	51,898	57	49,333	43
	10 to 14 years experience	42,368	15	43,604	15	42,482	31	42,270	16
	5 to 9 years experience	42,480	12	40,739	21	36,735	27	39,703	15
	Under 5 years experience	35,172	22	35,268	40	33,749	35	32,360	21
All Positions		**$52,799**	**1,100**	**$52,961**	**2,182**	**$50,167**	**2,060**	**$48,901**	**1,779**

*Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 21; Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries. No ARL library has fewer than 24 professional staff members.

( ) Indicates the number of ARL libraries in each category.

† In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98 over 120; in 1998-99 over 115; and, this year, over 110.

N/A - No positions reported in this category.

TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 1999-2000*

Position		Staff Over 110 (7)† Years	Staff Over 110 (7)† No.	Staff 75-110 (24) Years	Staff 75-110 (24) No.	Staff 50-74 (35) Years	Staff 50-74 (35) No.	Staff 24-49 (45)‡ Years	Staff 24-49 (45)‡ No.
Director		25.6	7	31.1	24	27.9	35	29.1	45
Associate Director		23.2	22	23.8	60	24.2	53	24.2	49
Assistant Director		24.9	21	22.1	53	23.9	73	24.9	60
Head, Branch		22.0	90	21.4	153	20.8	138	19.5	129
Functional Specialist		11.6	207	12.8	299	12.7	320	12.3	198
Subject Specialist		18.0	208	18.3	322	18.1	251	16.6	123
Dept. Head:	Acquisitions	21.3	6	19.3	19	18.0	29	23.2	36
	Reference	19.6	12	22.1	22	19.6	39	18.3	39
	Cataloging	20.8	24	21.7	57	20.6	40	19.7	52
	Serials	N/A	0	20.6	9	18.4	11	18.8	14
	Documents/Maps	22.6	7	22.2	19	21.2	25	21.7	34
	Circulation	17.7	12	21.5	19	16.7	27	16.5	26
	Rare Books/Manuscripts	19.8	8	20.4	13	25.7	30	21.0	39
	Computer Systems	15.0	7	14.6	18	17.7	23	18.3	29
	Other	19.5	81	19.6	219	17.3	201	18.5	165
Reference:	Over 14 years experience	24.2	76	24.0	199	23.9	181	23.9	217
	10 to 14 years experience	12.3	24	11.9	72	11.8	65	11.8	72
	5 to 9 years experience	7.2	21	7.0	84	6.9	87	7.0	97
	Under 5 years experience	2.1	26	2.2	111	2.4	77	2.2	87
Cataloging:	Over 14 years experience	24.2	92	25.6	147	25.3	127	25.4	100
	10 to 14 years experience	11.5	34	11.9	54	11.6	33	11.7	25
	5 to 9 years experience	7.1	26	7.1	34	7.1	26	6.6	26
	Under 5 years experience	2.1	14	2.6	28	2.5	19	1.7	22
Other:	Over 14 years experience	22.8	26	24.3	71	24.1	57	26.6	43
	10 to 14 years experience	11.5	15	12.6	15	11.7	31	11.4	16
	5 to 9 years experience	6.6	12	7.0	21	6.8	27	7.4	15
	Under 5 years experience	2.3	22	2.1	40	2.0	35	2.4	21
All Positions		**16.8**	**1,100**	**17.2**	**2,182**	**17.0**	**2,060**	**17.3**	**1,779**

* Excludes medical and law libraries.
( ) Indicates the number of ARL libraries in each category.
† In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98, over 120; in 1998-99, over 115; and this year, over 110.
‡ No ARL library has fewer than 24 professional staff members.
N/A = No positions reported in this category.

TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION, FY 1999-2000*

		Northeast		North Central		South			West		Canada	Total
Position		New England (8)	Middle Atlantic (14)	East N.Central (17)	West N.Central (7)	South Atlantic (18)	East S.Central (5)	West S.Central (9)	Mountain (7)	Pacific (13)	(13)	(111)
Director		$134,960	$152,050	$133,806	$132,604	$137,175	$121,564	$117,267	$116,885	$133,474	$77,037	$127,014
Associate Director		96,709	94,670	83,577	91,313	85,535	70,115	73,076	78,669	93,746	57,390	83,739
Assistant Director		83,341	81,925	75,245	77,126	74,767	65,448	69,302	72,223	86,737	52,894	75,073
Head, Branch		65,584	59,559	57,843	50,699	55,643	53,176	52,499	60,612	62,448	45,419	57,519
Functional Specialist		50,857	45,424	42,375	46,045	46,840	40,024	40,642	46,900	52,813	38,954	45,711
Subject Specialist		53,841	51,224	48,887	47,684	45,573	42,214	40,222	48,112	59,063	41,837	49,924
Dept. Head	Acquisitions	63,571	55,081	57,081	58,001	55,604	48,978	51,777	54,995	56,879	42,247	54,693
	Reference	59,224	61,069	58,119	54,216	54,222	50,402	53,568	56,440	58,886	47,793	56,184
	Cataloging	61,260	59,360	56,485	56,141	52,019	'	50,338	52,116	56,131	43,519	54,897
	Serials	'	49,685	48,474	'	48,558	'	'	'	58,863	41,074	53,107
	Documents/Maps	60,620	50,965	52,361	52,762	48,374	42,565	45,625	52,064	62,240	43,584	51,589
	Circulation	55,352	56,085	54,869	'	53,002	45,910	45,543	50,546	52,651	45,227	52,185
	Rare Books/Manuscripts	64,595	69,508	63,789	50,808	60,631	'	49,656	60,824	68,943	48,370	60,793
	Computer Systems	79,133	66,046	58,699	59,666	56,986	'	58,362	71,321	69,354	52,834	63,538
	Other	56,399	55,869	54,326	52,549	53,829	49,598	46,639	52,632	62,755	46,182	53,811
Reference	Over 14 years experience	53,543	50,965	47,426	45,015	44,548	47,852	42,947	49,873	57,911	42,833	48,725
	10 to 14 years experience	47,216	43,103	42,315	38,031	39,969	39,222	39,666	40,890	49,308	37,120	42,401
	5 to 9 years experience	43,109	40,225	38,952	34,933	38,535	35,964	35,268	38,963	41,267	34,248	38,681
	Under 5 years experience	36,710	34,731	33,746	31,689	34,772	29,923	31,952	32,542	34,800	29,796	33,560
Cataloging	Over 14 years experience	53,374	48,128	44,404	47,467	43,659	43,361	39,405	47,574	56,327	42,281	47,688
	10 to 14 years experience	44,826	44,124	42,514	39,077	40,296	39,956	37,260	42,210	51,851	35,495	42,910
	5 to 9 years experience	44,075	39,011	38,030	'	37,766	33,399	35,436	37,033	40,838	'	38,821
	Under 5 years experience	37,379	35,800	34,050	32,398	32,908	29,538	32,325	'	33,427	'	33,755
Other	Over 14 years experience	55,760	53,726	53,628	53,996	44,653	49,490	52,984	49,286	58,653	44,331	52,290
	10 to 14 years experience	43,856	42,802	43,786	'	44,324	39,731	39,488	42,184	47,619	33,865	42,634
	5 to 9 years experience	'	37,760	41,873	'	39,116	'	35,326	'	43,663	38,246	39,369
	Under 5 years experience	36,019	32,451	34,803	31,628	33,452	'	33,594	'	42,058	33,946	34,282
All Positions:	**Average Salary**	**$54,567**	**$53,462**	**$50,571**	**$49,605**	**$49,707**	**$46,080**	**$45,878**	**$51,254**	**$58,605**	**$42,993**	**$51,113**
	No. of Staff	**821**	**1,021**	**1,170**	**404**	**1,055**	**261**	**493**	**386**	**871**	**639**	**7,121**

* Canadian salaries expressed in U.S. dollars. Exclude medical and law libraries.
( ) Indicates number of ARL libraries included.
' Salary data are not published when fewer than four individuals are involved.

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION*

Region	No. of Libs.	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(8)	Boston, Brown, Connecticut, Dartmouth, Harvard, Massachusetts Institute of Technology, Massachusetts, Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia, Cornell, New York, Pennsylvania, Pennsylvania State, Pittsburgh, Princeton, Rochester, Rutgers, State University of New York - Albany, Buffalo, Stony Brook, Syracuse, Temple	N.J., N.Y., Pa.
North Central			
3. East North Central	(17)	Case Western Reserve, Chicago, Cincinnati, Illinois-Chicago, Illinois-Urbana, Indiana, Kent State, Michigan, Michigan State, Notre Dame, Northwestern, Ohio University, Ohio State, Purdue, Southern Illinois, Wayne State, Wisconsin	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa, Iowa State, Kansas, Minnesota, Missouri, Nebraska, Washington U.-St. Louis	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
South			
5. South Atlantic	(18)	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, George Washington, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(5)	Alabama, Auburn, Kentucky, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(9)	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Texas Tech, Tulane	Ark., La., Okla., Tex.
West			
8. Mountain	(7)	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara, Hawaii, Oregon, Southern California, Stanford, Washington, Washington State	Alaska, Calif., Hawaii, Ore., Wash.
Canada	(13)	Alberta, British Columbia, Guelph, Laval, McGill, McMaster, Manitoba, Queen's, Saskatchewan, Toronto, Waterloo, Western Ontario, York	Alta., B.C., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

*Regions are based on the classification used by the U. S. Bureau of the Census in tabulations of the Current Population Survey.

54

U.S. ARL UNIVERSITY LIBRARIES

Tables 26–30

TABLE 26: AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 1999-2000*

Position	Years of Experience									
	0 - 3	4 - 7	8 - 11	12-15	16-19	20-23	24-27	28-31	32-35	Over 35
Director	N/A	N/A	N/A	N/A	$152,125	$126,224	$133,740	$135,783	$128,869	$136,364
Associate Director	*	*	$74,202	$ 79,137	78,792	88,405	90,425	88,243	89,123	*
Assistant Director	*	*	70,587	73,550	75,135	75,650	78,109	80,914	78,205	86,634
Head, Branch	$40,878	$43,511	51,080	49,887	57,650	60,646	62,756	65,698	64,397	74,091
Functional Specialist	37,942	41,474	44,589	47,739	52,252	54,561	54,879	57,884	55,144	61,926
Subject Specialist	36,526	40,038	45,224	49,981	51,454	54,268	55,585	59,934	60,071	64,119
Dept. Head: Acquisitions	*	43,125	48,644	54,032	57,738	54,562	60,369	59,066	65,310	65,574
Reference	*	42,790	49,338	52,556	56,833	57,796	64,908	60,759	65,626	*
Cataloging	*	41,625	46,456	54,651	54,152	58,548	58,989	58,223	61,126	63,870
Serials	*	*	46,459	*	*	55,726	58,319	57,776	*	N/A
Documents/Maps	*	*	44,153	46,087	56,861	50,194	58,420	54,930	55,460	*
Circulation	*	40,357	47,254	49,548	58,922	54,967	62,301	*	43,846	*
Rare Books/Manuscripts	*	40,309	*	53,466	60,340	69,437	64,501	69,165	65,378	*
Computer Systems	*	49,773	62,395	57,477	64,710	70,397	72,165	75,958	N/A	N/A
Other	42,327	43,155	48,217	52,538	54,870	56,304	61,088	61,337	61,717	69,453
Public Services	33,122	36,502	39,525	42,191	47,143	53,461	48,861	54,425	48,138	50,675
Technical Services	33,247	36,650	41,324	50,305	48,960	52,320	49,762	51,385	55,165	55,849
Administrative Services	37,644	42,594	40,684	50,215	54,939	51,777	68,806	62,906	66,496	66,017
Reference	33,311	37,625	40,822	44,802	47,224	48,970	50,629	52,819	52,265	55,718
Cataloger	33,345	37,674	41,359	44,970	47,457	46,352	46,666	51,053	53,333	48,547
All Positions	**$36,039**	**$39,884**	**$44,399**	**$49,219**	**$54,398**	**$57,640**	**$61,716**	**$64,285**	**$65,147**	**$66,555**

* Excludes Canadian libraries. Excludes medical and law libraries.
* Salary data are not published when fewer than four individuals are involved.
N/A = No positions were reported in this category.

TABLE 27: NUMBER AND AVERAGE SALARIES OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS**
BY POSITION AND SEX, FY 1999-2000*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		'	2	'	3	$124,679	5
Associate Director		'	8	'	2	87,486	10
Assistant Director		$80,146	8	$73,659	5	77,651	13
Head, Branch		55,987	38	68,676	12	59,032	50
Functional Specialist		43,469	56	46,310	40	44,653	96
Subject Specialist		47,496	70	54,580	44	50,230	114
Dept. Head:	Acquisitions	'	4	'	1	55,253	5
	Reference	'	5	'	1	52,931	6
	Cataloging	'	9	'	1	49,364	10
	Serials	'	1	N/A	0	'	1
	Documents/Maps	55,719	5	N/A	0	55,719	5
	Circulation	45,919	5	52,992	2	47,940	7
	Rare Books/Manuscripts	'	2	'	2	71,788	4
	Computer Systems	'	2	'	4	57,611	6
	Other	51,144	41	58,808	18	53,482	59
Reference:	Over 14 years experience	53,413	49	47,713	10	52,447	59
	10 to 14 years experience	44,970	24	44,192	5	44,836	29
	5 to 9 years experience	41,436	35	41,610	11	41,478	46
	Under 5 years experience	33,272	24	34,772	11	33,744	35
Cataloging:	Over 14 years experience	48,914	52	50,944	20	49,478	72
	10 to 14 years experience	42,736	18	46,578	5	43,571	23
	5 to 9 years experience	'	16	'	1	40,230	17
	Under 5 years experience	33,381	18	34,813	3	33,586	21
Other:	Over 14 years experience	47,582	10	50,512	5	48,558	15
	10 to 14 years experience	'	4	'	2	42,337	6
	5 to 9 years experience	'	11	'	2	41,524	13
	Under 5 years experience	'	15	'	1	32,991	16
All Positions		**$47,730**	**532**	**$52,577**	**211**	**$49,107**	**743**

* Excludes Canadian libraries. Excludes medical and law libraries.
' Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

TABLE 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1999-2000*

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	29.0	2	33.7	3	31.8	5
Associate Director	23.5	8	17.5	2	22.3	10
Assistant Director	27.6	8	18.8	5	24.2	13
Head, Branch	20.9	38	23.4	12	21.5	50
Functional Specialist	11.7	56	10.9	40	11.3	96
Subject Specialist	16.1	70	17.9	44	16.8	114
Dept. Head: Acquisitions	24.3	4	29.0	1	25.2	5
Reference	12.4	5	19.0	1	13.5	6
Cataloging	14.7	9	30.0	1	16.2	10
Serials	11.0	1	N/A	0	11.0	1
Documents/Maps	18.8	5	N/A	0	18.8	5
Circulation	20.0	5	11.5	2	17.6	7
Rare Books/Manuscripts	29.5	2	15.0	2	22.3	4
Computer Systems	15.5	2	15.3	4	15.3	6
Other	17.5	41	16.7	18	17.2	59
Public Services	11.9	23	15.0	5	12.5	28
Technical Services	8.9	12	24.5	2	11.1	14
Administrative Services	12.0	5	12.0	3	12.0	8
Reference	13.2	132	10.4	37	12.6	169
Cataloger	17.3	104	20.2	29	17.9	133
All Positions	**15.6**	**532**	**15.9**	**211**	**15.7**	**743**

*Excludes Canadian libraries. Excludes medical and law libraries.
N/A = No positions were reported in this category.

TABLE 29: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 1999-2000*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$35,343	440	$37,203	263	$36,039	703	11%
4 - 7 years	39,004	489	41,507	265	39,884	754	12%
8 - 11 years	44,006	525	45,064	310	44,399	835	13%
12 - 15 years	48,274	497	50,932	274	49,219	771	12%
16 - 19 years	54,114	468	54,917	256	54,398	724	11%
20 - 23 years	56,326	482	59,711	306	57,640	788	12%
24 - 27 years	60,288	481	63,940	309	61,716	790	12%
28 - 31 years	63,576	375	65,498	219	64,285	594	9%
32 - 35 years	61,172	221	72,720	116	65,147	337	5%
over 35 years	60,234	116	77,030	70	66,555	186	3%
All Positions	**$50,693**	**4,094**	**$54,007**	**2,388**	**$51,914**	**6,482**	**100%**

*Excludes Canadian libraries. Excludes medical and law libraries.

TABLE 30: NUMBER AND AVERAGE SALARIES OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 1999-2000*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$34,080	67	$39,087	36	$35,830	103	14%
4 - 7 years	39,707	78	43,467	25	40,620	103	14%
8 - 11 years	43,598	81	47,502	30	44,653	111	15%
12 - 15 years	47,255	80	56,520	22	49,253	102	14%
16 - 19 years	49,732	38	52,733	21	50,880	59	8%
20 - 23 years	53,442	44	56,378	15	54,188	59	8%
24 - 27 years	60,799	49	58,857	17	60,299	66	9%
28 - 31 years	57,679	43	62,423	24	59,378	67	9%
32 - 35 years	58,364	36	66,327	8	59,812	44	6%
over 35 years	56,159	16	73,089	13	63,712	29	4%
All Positions	**$47,730**	**532**	**$52,577**	**211**	**$49,107**	**743**	**100%**

*Excludes Canadian libraries. Excludes medical and law libraries.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 31–34

TABLE 31: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 1999-2000*

Institution	Filled Positions	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2000	FY 1999	FY 2000	FY 1999	FY 2000	FY 1999'	FY 2000	FY 2000
Alberta ‡	50	$61,769	$64,415	$57,596	$63,886	$33,356	$35,524	18.3
British Columbia ‡	65	66,988	70,232	63,486	64,575	34,730	34,731	21.6
Guelph	25	64,546	62,760	66,821	62,337	38,235	36,723	19.5
Laval ‡	57	61,186	59,469	58,768	59,003	33,690	33,690	22.9
McGill ‡	52	60,542	62,355	59,021	62,045	34,000	34,000	20.3
McMaster ‡	24	61,733	60,517	59,424	60,288	34,058	34,058	19.8
Manitoba ‡	40	61,543	59,453	61,756	61,797	31,746	32,384	20.3
Queen's ‡	38	57,132	57,219	53,585	55,342	32,000	32,000	18.5
Saskatchewan	27	66,961	65,462	69,348	69,919	31,095	31,095	20.0
Toronto ‡	137	67,299	68,914	70,345	72,372	33,800	34,300	18.4
Waterloo ‡	38	58,708	58,460	56,610	57,835	34,921	35,445	19.6
Western Ontario ‡	39	57,321	56,540	57,419	56,746	40,670	41,180	19.2
York ‡	47	65,973	67,335	63,324	64,431	37,105	39,836	17.2

* Salaries expressed in Canadian dollars. Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic. Excludes Canadian medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

' Corrected Beginning Salaries FY 1999 for McGill, McMaster, and Manitoba.

‡ See Footnotes.

TABLE 32: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1999-2000*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		$120,958	6	$112,399	7	$116,350	13
Associate Director		85,864	14	88,301	7	86,676	21
Assistant Director		79,920	9	79,841	7	79,886	16
Head, Branch		69,197	25	67,086	10	68,597	35
Functional Specialist		60,204	36	57,735	45	58,833	81
Subject Specialist		62,219	29	64,225	27	63,186	56
Dept. Head:	Acquisitions	63,566	7	64,643	2	63,805	9
	Reference	*	6	*	3	72,181	9
	Cataloging	66,326	10	59,728	1	65,726	11
	Serials	*	1	N/A	0	*	1
	Documents/Maps	*	5	*	3	65,825	8
	Circulation	68,307	9	N/A	0	68,307	9
	Rare Books/Manuscripts	75,861	6	68,842	4	73,053	10
	Computer Systems	*	2	*	8	79,796	10
	Other	70,776	50	66,322	15	69,749	65
Reference:	Over 14 years experience	64,797	82	64,328	24	64,691	106
	10 to 14 years experience	*	32	*	3	56,063	35
	5 to 9 years experience	51,281	15	53,058	5	51,725	20
	Under 5 years experience	43,061	18	49,368	8	45,002	26
Cataloging:	Over 14 years experience	65,791	36	60,828	23	63,857	59
	10 to 14 years experience	*	6	*	1	53,689	7
	5 to 9 years experience	*	2	*	1	*	3
	Under 5 years experience	*	2	*	1	*	3
Other:	Over 14 years experience	71,384	6	61,634	5	66,952	11
	10 to 14 years experience	51,146	5	N/A	0	51,146	5
	5 to 9 years experience	57,763	4	N/A	0	57,763	4
	Under 5 years experience	51,375	3	51,163	3	51,269	6
All Positions		**$64,706**	**426**	**$65,384**	**213**	**$64,932**	**639**

* Excludes Canadian medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.
Salaries expressed in Canadian dollars.
* Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

TABLE 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1999-2000*

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	30.5	6	27.3	7	28.8	13
Associate Director	20.9	14	23.6	7	21.8	21
Assistant Director	26.9	9	29.6	7	28.1	16
Head, Branch	22.2	25	20.9	10	21.8	35
Functional Specialist	15.2	36	14.4	45	14.8	81
Subject Specialist	20.7	29	26.0	27	23.2	56
Dept. Head: Acquisitions	20.7	7	16.5	2	19.9	9
Reference	23.3	6	23.0	3	23.2	9
Cataloging	19.3	10	26.0	1	19.9	11
Serials	22.0	1	N/A	0	22.0	1
Documents/Maps	23.2	5	19.3	3	21.8	8
Circulation	20.3	9	N/A	0	20.3	9
Rare Books/Manuscripts	24.8	6	23.5	4	24.3	10
Computer Systems	14.0	2	21.1	8	19.7	10
Other	20.7	50	16.1	15	19.6	65
Public Services	15.7	7	18.3	4	16.6	11
Technical Services	16.5	4	18.0	2	17.0	6
Administrations	12.0	7	9.0	2	11.3	9
Reference	17.5	147	17.7	40	17.6	187
Cataloger	21.9	46	23.0	26	22.3	72
All Positions	**19.4**	**426**	**19.9**	**213**	**19.6**	**639**

* Excludes Canadian medical and law libraries. See Tables 40 and 47 for figures in medical and law libraries.
N/A - No positions were reported in this category.

TABLE 34: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 1999-2000*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$42,772	20	$46,810	18	$44,685	38	5.9%
4 - 7 years	50,859	32	50,596	14	50,779	46	7.2%
8 - 11 years	54,516	45	55,426	19	54,786	64	10.0%
12 - 15 years	60,007	60	71,340	19	62,733	79	12.4%
16 - 19 years	64,660	40	66,029	16	65,051	56	8.8%
20 - 23 years	68,090	72	66,307	32	67,541	104	16.3%
24 - 27 years	68,944	59	70,000	40	69,371	99	15.5%
28 - 31 years	73,864	62	72,987	34	73,553	96	15.0%
32 - 35 years	79,246	27	72,988	19	76,661	46	7.2%
over 35 years	'	9	'	2	79,350	11	1.7%
All Positions	**$64,706**	**426**	**$65,384**	**213**	**$64,932**	**639**	**100.0%**

*Excludes Canadian medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.
Salaries expressed in Canadian dollars.
' Salary data are not published when fewer than four individuals are involved in either category.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 35–41

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1999-2000*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	2	[1]	[1]	26,000	12.5
Alberta [2]	5	40,221	39,560	23,521	14.8
Arizona	17	47,687	47,841	34,921	18.1
Boston University	7	46,667	47,341	28,000	11.7
British Columbia [2]	14	39,864	40,758	22,996	19.4
California, Davis*	9	59,772	60,636	32,292	17.9
California, Irvine	3	[1]	[1]	32,292	22.0
California, Los Angeles	16	59,960	66,780	32,292	19.7
California, San Diego	7	56,115	56,844	32,292	16.3
Case Western Reserve	8	46,228	46,067	30,000	22.8
Cincinnati	23	46,309	41,820	25,000	17.2
Columbia	5	46,264	46,650	37,500	6.8
Connecticut	21	51,218	48,840	43,031	10.1
Cornell	8	61,314	55,000	37,500	23.0
Dartmouth*	10	42,425	41,744	31,200	12.6
Duke	17	46,542	45,150	30,550	21.2
Emory*	13	45,244	43,550	30,000	16.6
Florida	14	39,542	39,294	30,000	15.4
George Washington	14	42,356	40,011	32,000	13.2
Georgetown	8	44,143	42,000	38,000	9.1
Harvard	31	53,473	49,638	35,200	9.5
Howard	6	38,733	37,502	35,049	19.8
Illinois, Chicago	27	44,302	38,763	31,500	12.7
Iowa	5	49,667	49,255	30,000	19.8
Johns Hopkins*	19	54,023	50,210	37,800	11.6
Kansas*	16	49,384	49,425	30,000	12.3
Kentucky	14	46,021	44,311	30,000	15.6
McGill [2]	6	40,848	36,971	22,512	21.2
McMaster [2]	6	42,601	42,071	22,550	19.5
Manitoba [2]	7	29,682	27,102	21,442	11.6
Miami	7	51,617	47,483	28,000	26.7
Michigan	11	44,570	42,945	32,000	13.1
Minnesota	16	45,742	43,742	32,000	15.8
Missouri	8	39,916	38,011	27,500	15.8
Nebraska	12	43,659	40,000	25,000	15.9
New Mexico*	8	50,982	49,105	40,000	21.0

*Directors are included in figures for average years of experience and filled positions, but not in ranges for average or median salaries. Source: ARL Directors Survey, 2000.

[2] Canadian salaries expressed in U.S. dollars.

[1] Salary data are not published when fewer than four individuals are involved.

* See Footnotes.

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1999-2000*

New York University	19	56,340	52,550	38,000	11.8
North Carolina	24	45,459	43,654	31,400	17.3
Northwestern	15	43,490	39,974	32,000	11.3
Ohio University	3	[illegible]	[illegible]	29,500	17.0
Ohio State	13	43,075	43,505	30,000	11.2
Oklahoma	8	39,679	40,269	21,000	11.6
Oklahoma State	2	[illegible]	[illegible]	30,000	24.5
Pennsylvania	14	44,930	46,068	34,000	15.9
Pennsylvania State	5	46,911	48,600	33,500	16.8
Pittsburgh	20	43,558	40,321	33,000	12.7
Queen's	8	33,821	35,654	21,188	17.0
Rochester	17	39,709	39,918	31,500	12.9
Saskatchewan*	2	[illegible]	[illegible]	20,589	15.0
South Carolina	5	36,466	35,606	30,000	12.0
Southern California	15	U/A	U/A	35,507	18.3
Southern Illinois	4	[illegible]	[illegible]	30,000	17.8
Stanford	12	58,827	49,654	38,000	17.7
SUNY Buffalo	17	42,758	44,183	30,000	14.2
SUNY Stony Brook	13	58,444	56,650	40,000	13.4
Temple	10	42,950	42,577	32,500	20.5
Texas A&M	11	43,576	42,885	32,000	18.0
Texas Tech	19	43,822	39,886	31,992	18.1
Toronto*	16	43,846	46,815	22,711	11.4
Tulane	7	42,853	41,814	31,500	22.1
Utah	9	39,091	39,880	28,000	14.9
Vanderbilt	18	45,675	45,059	28,000	11.7
Virginia	13	48,050	46,250	30,000	15.5
Washington	20	51,702	46,188	30,600	18.9
Washington U-St. Louis	13	45,011	40,051	33,471	18.5
Wayne State	8	36,896	36,148	34,000	11.5
Western Ontario*	7	33,351	34,120	27,266	14.1
Wisconsin	16	45,373	39,025	30,636	15.8
Yale	11	48,743	47,745	35,700	13.7

*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
*Canadian salaries expressed in U.S. dollars.
[illegible] Salary data are not published when fewer than four individuals are involved.
[illegible] See Footnotes.

TABLE 36: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	Connecticut	$43,031	36	Washington	$30,600
2	New Mexico	40,000	37	Duke	30,550
3	Georgetown	38,000	38	Arizona State	30,000
3	New York	38,000	38	Case Western Reserve	30,000
3	Stanford	38,000	38	Emory	30,000
6	Johns Hopkins	37,800	38	Florida	30,000
7	Columbia	37,500	38	Iowa	30,000
7	Cornell	37,500	38	Kansas	30,000
9	Yale	35,700	38	Kentucky	30,000
10	Southern California	35,507	38	Ohio State	30,000
11	Harvard	35,200	38	Oklahoma State	30,000
12	Howard	35,049	38	South Carolina	30,000
13	Arizona	34,921	38	Southern Illinois	30,000
14	Pennsylvania	34,000	38	SUNY Buffalo	30,000
14	Wayne State	34,000	38	Virginia	30,000
16	Pennsylvania State	33,500	51	Ohio	29,500
17	Washington-St. Louis	33,471	52	Boston	28,000
18	Pittsburgh	33,000	52	Miami	28,000
19	Temple	32,500	52	Utah	28,000
20	Calif. Davis	32,292	52	Vanderbilt	28,000
20	Calif. Irvine	32,292	56	Missouri	27,500
20	Calif. Los Angeles	32,292	57	Western Ontario †	27,266
20	Calif. San Diego	32,292	58	Alabama	26,000
24	George Washington	32,000	59	Cincinnati	25,000
24	Michigan	32,000	59	Nebraska	25,000
24	Minnesota	32,000	61	Alberta †	23,521
24	Northwestern	32,000	62	British Columbia †	22,996
24	Texas A&M	32,000	63	Toronto †	22,711
29	Texas Tech	31,992	64	McMaster †	22,550
30	Illinois, Chicago	31,500	65	McGill †	22,512
30	Rochester	31,500	66	Manitoba †	21,442
30	Tulane	31,500	67	Queen's †	21,188
33	North Carolina	31,400	68	Oklahoma	21,000
34	Dartmouth	31,200	69	Saskatchewan †	20,589
35	Wisconsin	30,636			

* Beginning salary figures represent officially designated 'base,' not necessarily salaries of actual incumbents.
† Canadian salaries expressed in U.S. dollars.

TABLE 37: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	$66,780	32	Ohio State	$43,505
2	California, Davis	60,636	33	Michigan	42,945
3	California, San Diego	56,844	34	Texas A&M	42,885
4	SUNY Stony Brook	56,650	35	Temple	42,577
5	Cornell	55,000	36	McMaster †	42,071
6	New York University	52,550	37	Georgetown	42,000
7	Johns Hopkins	50,210	38	Cincinnati	41,820
8	Stanford	49,654	39	Tulane †	41,814
9	Harvard	49,638	40	Dartmouth	41,744
10	Kansas	49,425	41	British Columbia †	40,758
11	Iowa	49,255	42	Pittsburgh	40,321
12	New Mexico	49,105	43	Oklahoma	40,269
13	Connecticut	48,840	44	Washington U.-St. Louis	40,051
14	Pennsylvania State	48,600	45	George Washington	40,011
15	Arizona	47,841	46	Nebraska	40,000
16	Yale	47,745	47	Northwestern	39,974
17	Miami	47,483	48	Rochester	39,918
18	Boston University	47,341	49	Texas Tech	39,889
19	Toronto	46,815	50	Utah	39,880
20	Columbia	46,650	51	Alberta †	39,560
21	Virginia	46,250	52	Florida	39,294
22	Washington	46,188	53	Wisconsin	39,025
23	Pennsylvania	46,068	54	Illinois, Chicago	38,763
24	Case Western Reserve	46,067	55	Missouri	38,011
25	Duke	45,150	56	Howard	37,502
26	Vanderbilt	45,059	57	McGill †	36,971
27	Kentucky	44,311	58	Wayne State	36,148
28	SUNY Buffalo	44,183	59	Queen's †	35,654
29	Minnesota	43,742	60	South Carolina	35,606
30	North Carolina	43,654	61	Western Ontario †	34,120
31	Emory	43,550	62	Manitoba †	27,102

* Salaries of directors are not included in the calculation of medians. Alabama; California, Irvine; Ohio University; Oklahoma State; Saskatchewan; and Southern Illinois are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

TABLE 38: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	Cornell	$61,314	32	Pennsylvania	$44,930
2	California, Los Angeles	59,960	33	Michigan	44,570
3	California, Davis	59,772	34	Illinois, Chicago	44,302
4	Stanford	58,827	35	Georgetown	44,143
5	SUNY Stony Brook	58,444	36	Toronto †	43,846
6	New York University	56,340	37	Texas Tech	43,822
7	California, San Diego	56,115	38	Nebraska	43,659
8	Johns Hopkins	54,023	39	Texas A&M	43,576
9	Harvard	53,473	40	Pittsburgh	43,558
10	Washington	51,702	41	Northwestern	43,490
11	Miami	51,617	42	Ohio State	43,075
12	Connecticut	51,218	43	Temple	42,950
13	New Mexico	50,982	44	Tulane	42,853
14	Iowa	49,667	45	SUNY Buffalo	42,758
15	Kansas	49,384	46	McMaster †	42,601
16	Yale	48,743	47	Dartmouth	42,425
17	Virginia	48,050	48	George Washington	42,356
18	Arizona	47,667	49	McGill †	40,848
19	Pennsylvania State	46,911	50	Alberta †	40,221
20	Boston University	46,667	51	Missouri	39,916
21	Duke	46,542	52	British Columbia †	39,864
22	Cincinnati	46,309	53	Rochester	39,709
23	Columbia	46,264	54	Oklahoma	39,679
24	Case Western Reserve	46,228	55	Florida	39,542
25	Kentucky	46,021	56	Utah	39,091
26	Minnesota	45,742	57	Howard	38,733
27	Vanderbilt	45,675	58	Wayne State	36,906
28	North Carolina	45,459	59	South Carolina	36,466
29	Wisconsin	45,373	60	Queen's †	33,821
30	Emory	45,244	61	Western Ontario †	33,351
31	Washington U. St. Louis	45,011	62	Manitoba †	29,682

* Salaries of directors are not included in the calculation of averages. Alabama; California, Irvine; Ohio University; Oklahoma State; Saskatchewan; and Southern Illinois are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

TABLE 39: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 1999-2000*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Head, Medical		$87,134	40	$102,136	20	$92,135	60
Associate Director		65,337	38	66,721	15	65,729	53
Assistant Director		56,553	25	55,124	6	56,276	31
Head, Branch		50,716	17	57,211	4	51,953	21
Functional Specialist		44,652	46	44,892	41	44,765	87
Subject Specialist		46,030	37	39,744	10	44,692	47
Dept. Head:	Acquisitions	'	12	'	3	45,310	15
	Reference	51,760	25	50,250	10	51,329	35
	Cataloging	'	12	'	2	53,708	14
	Serials	50,979	5	N/A	0	50,979	5
	Documents/Maps	'	1	N/A	0	'	1
	Circulation	'	14	'	2	47,586	16
	Rare Books/Manuscripts	'	6	'	3	58,211	9
	Computer Systems	50,700	11	56,353	8	53,080	19
	Other	51,634	50	51,652	14	51,638	64
Reference:	Over 14 years experience	45,603	71	47,771	15	45,981	86
	10 to 14 years experience	42,182	32	45,405	8	42,827	40
	5 to 9 years experience	37,666	48	36,861	8	37,551	56
	Under 5 years experience	34,911	48	40,418	9	35,780	57
Cataloging:	Over 14 years experience	'	7	'	2	41,561	9
	10 to 14 years experience	'	1	N/A	0	'	1
	5 to 9 years experience	'	7	'	2	42,749	9
	Under 5 years experience	37,163	5	N/A	0	37,163	5
Other:	Over 14 years experience	44,204	26	44,726	10	44,349	36
	10 to 14 years experience	40,294	4	N/A	0	40,294	4
	5 to 9 years experience	'	13	'	2	39,852	15
	Under 5 years experience	36,458	14	40,611	5	37,551	19
All Positions		**$49,044**	**615**	**$53,616**	**199**	**$50,162**	**814**

* Canadian salaries expressed in U.S. dollars.
' Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

TABLE 40: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 1999-2000

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Head, Medical	25.0	40	25.6	20	25.2	60
Associate Director	23.5	38	18.6	15	22.1	53
Assistant Director	18.2	25	15.2	6	17.6	31
Head, Branch	19.2	17	24.0	4	20.1	21
Functional Specialist	10.8	46	8.6	41	9.8	87
Subject Specialist	16.1	37	8.7	10	14.6	47
Dept. Head: Acquisitions	17.9	12	23.0	3	18.9	15
Reference	19.0	25	13.8	10	17.5	35
Cataloging	21.5	12	22.5	2	21.6	14
Serials	22.4	5	N/A	0	22.4	5
Documents/Maps	3.0	1	N/A	0	3.0	1
Circulation	14.6	14	8.5	2	13.9	16
Rare Books/Manuscripts	24.2	6	20.0	3	22.8	9
Computer System	12.6	11	11.8	8	12.3	19
Other	18.0	50	15.6	14	17.5	64
Public Services	13.1	33	12.5	8	13.0	41
Technical Services	16.5	11	14.0	5	15.7	16
Administrative Services	10.7	13	20.0	4	12.9	17
Reference	12.1	199	12.6	40	12.2	239
Cataloger	11.4	20	14.3	4	11.8	24
All Positions	**15.6**	**615**	**14.4**	**199**	**15.3**	**814**

N/A - No positions were reported in this category.

TABLE 41: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 1999-2000*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$37,739	81	$43,225	30	$39,222	111	14%
4 - 7 years	38,906	77	43,615	30	40,227	107	13%
8 - 11 years	44,003	74	46,165	23	44,516	97	12%
12 - 15 years	46,875	78	49,206	26	47,458	104	13%
16 - 19 years	49,372	74	56,567	26	51,242	100	12%
20 - 23 years	53,257	80	61,319	28	55,347	108	13%
24 - 27 years	60,235	72	63,284	15	60,761	87	11%
28 - 31 years	59,857	54	68,946	12	61,510	66	8%
32 - 35 years	71,110	18	85,282	6	74,653	24	3%
over 35 years	†	7	†	3	68,086	10	1%
All Positions	**$49,044**	**615**	**$53,616**	**199**	**$50,162**	**814**	**100%**

* Canadian salaries expressed in U.S. dollars.
† Salary data are not published when fewer than four individuals are involved in either category.

ARL UNIVERSITY LAW LIBRARIES

Tables 42–48

TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

IN ARL UNIVERSITY LAW LIBRARIES, FY 1999-2000*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	8	$41,390	$39,792	$26,000	13.3
Alberta [1]	4	[3]	[3]	23,521	22.0
Arizona	8	49,107	48,332	38,000	18.1
Arizona State [2]	5	51,173	55,309	32,000	23.6
Boston University	9	55,625	47,550	44,000	14.9
British Columbia [1]	3	[3]	[3]	22,996	26.0
California, Davis	6	63,185	66,780	32,292	21.0
California, Los Angeles	11	57,746	61,812	32,292	12.7
Case Western Reserve	10	47,261	46,074	34,500	14.2
Cincinnati	7	53,547	55,517	25,000	16.1
Colorado	7	47,394	44,420	33,000	13.3
Columbia	15	58,149	56,963	37,500	12.3
Connecticut	9	49,055	49,011	35,000	13.6
Cornell	6	49,808	45,930	35,000	12.8
Duke	10	53,272	50,000	32,800	17.0
Emory	9	52,943	50,346	30,000	13.4
Florida	11	45,412	44,075	30,000	23.0
Florida State	10	41,603	42,739	27,000	16.2
George Washington	16	56,002	56,655	35,000	12.3
Georgetown	21	60,765	55,000	38,357	12.9
Georgia	8	50,733	50,676	35,000	17.0
Harvard	46	57,209	54,252	35,200	14.9
Hawaii	5	46,452	42,984	33,312	17.8
Houston	14	44,087	45,594	32,000	14.4
Howard	9	44,046	42,906	36,500	14.1
Illinois, Urbana	2	[3]	[3]	33,000	19.5
Indiana	9	49,799	47,588	31,862	15.3
Iowa	13	55,898	52,000	30,000	17.7
Kansas	5	37,549	37,359	29,411	10.0
Kentucky	8	36,896	39,781	30,000	9.5
Louisiana State	10	45,335	41,481	30,000	19.9
McGill [1]	4	[3]	[3]	22,512	12.5
Manitoba [1]	3	[3]	[3]	21,442	20.3
Miami [2]	13	40,392	39,296	30,000	12.6
Michigan [2]	11	53,945	50,250	36,800	14.6
Minnesota	12	53,190	50,200	32,000	17.2

* Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.

[1] Canadian salaries expressed in U.S. dollars.

[3] Salary data are not published when fewer than four individuals are involved.

[2] See Footnotes.

TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 1999-2000*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Missouri [5]	7	38,560	34,781	27,500	8.9
Nebraska	6	$42,974	$38,521	$33,500	10.2
New Mexico [5]	5	51,599	53,220	38,000	14.8
New York University	17	61,495	56,035	38,000	15.2
North Carolina	7	48,224	41,626	30,000	18.6
Northwestern	11	51,295	48,255	29,200	15.2
Notre Dame	11	51,164	52,280	34,000	14.6
Ohio State	9	43,455	40,764	33,000	7.9
Oklahoma	6	36,409	34,000	25,000	11.5
Oregon	5	40,427	37,073	31,000	15.4
Pennsylvania	13	52,177	51,745	34,000	16.4
Pennsylvania State	7	48,694	48,192	33,500	14.3
Queen's [3]	3	[4]	[4]	21,188	23.0
Rutgers, Camden	9	49,669	45,740	41,174	13.2
Rutgers, Newark	10	61,130	61,467	41,174	18.0
Saskatchewan	3	[4]	[4]	20,589	10.0
South Carolina	10	47,237	42,130	36,000	12.9
Southern Illinois [5]	5	58,567	64,038	35,000	17.2
Stanford	7	62,946	59,649	38,000	23.0
SUNY Buffalo	12	43,110	46,043	30,000	16.1
Temple	10	45,866	39,023	30,000	15.4
Tennessee	9	53,364	55,978	30,000	17.8
Texas	20	48,228	42,280	28,000	14.6
Texas Tech	2	[4]	[4]	29,328	24.0
Toronto	4	[4]	[4]	22,711	11.3
Tulane	10	46,251	43,629	35,000	15.0
Utah	6	46,920	48,700	30,000	15.7
Vanderbilt	8	51,303	47,995	28,000	13.5
Virginia	12	54,527	49,600	30,000	17.7
Washington	14	51,781	51,792	40,000	17.6
Washington U.-St. Louis	8	44,549	49,150	27,800	10.9
Wayne State	3	[4]	[4]	34,000	17.0
Western Ontario [3]	2	[4]	[4]	27,266	20.0
Wisconsin	13	46,608	43,454	30,636	19.7
Yale	15	59,108	55,200	35,700	21.5
York [3]	4	[4]	[4]	26,376	17.0

[1] Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
[3] Canadian salaries expressed in U.S. dollars.
[4] Salary data are not published when fewer than four individuals are involved.
[5] See Footnotes.

84

TABLE 43: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	Boston	$44,000	35	Minnesota	$32,000
2	Rutgers, Camden	41,174	38	Indiana	31,862
2	Rutgers, Newark	41,174	39	Oregon	31,000
4	Washington	40,000	40	Wisconsin	30,636
5	Georgetown	38,357	41	Emory	30,000
6	Arizona	38,000	41	Florida	30,000
6	New Mexico	38,000	41	Iowa	30,000
6	New York	38,000	41	Kentucky	30,000
6	Stanford	38,000	41	Louisiana State	30,000
10	Columbia	37,500	41	Miami	30,000
11	Michigan	36,800	41	North Carolina	30,000
12	Howard	36,500	41	SUNY Buffalo	30,000
13	South Carolina	36,000	41	Temple	30,000
14	Yale	35,700	41	Tennessee	30,000
15	Harvard	35,200	41	Utah	30,000
16	Connecticut	35,000	41	Virginia	30,000
16	Cornell	35,000	53	Kansas	29,411
16	George Washington	35,000	54	Texas Tech	29,328
16	Georgia	35,000	55	Northwestern	29,200
16	Southern Illinois	35,000	56	Texas	28,000
16	Tulane	35,000	56	Vanderbilt	28,000
22	Case Western Reserve	34,500	58	Washington-St. Louis	27,800
23	Notre Dame	34,000	59	Missouri	27,500
23	Pennsylvania	34,000	60	Western Ontario †	27,266
23	Wayne State	34,000	61	Florida State	27,000
26	Nebraska	33,500	62	York †	26,276
26	Pennsylvania State	33,500	63	Alabama	26,000
28	Hawaii	33,312	64	Cincinnati	25,000
29	Colorado	33,000	64	Oklahoma	25,000
29	Illinois, Urbana	33,000	66	Alberta †	23,523
29	Ohio State	33,000	67	British Columbia †	22,996
32	Duke	32,800	68	Toronto †	22,753
33	Calif. Davis	32,292	69	McGill †	22,512
33	Calif. Los Angeles	32,292	70	Manitoba †	21,442
35	Arizona State	32,000	71	Queen's †	21,166
35	Houston	32,000	72	Saskatchewan †	21,044

* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
† Canadian salaries expressed in U.S. dollars

TABLE 44: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Davis	$66,780	33	Indiana	$47,588
2	Southern Illinois	64,038	34	Boston University	47,550
3	California, Los Angeles	61,812	35	Case Western Reserve	46,074
4	Rutgers, Newark	61,467	36	SUNY Buffalo	46,043
5	Stanford	59,649	37	Cornell	45,930
6	Columbia	56,963	38	Rutgers, Camden	45,740
7	George Washington	56,655	39	Houston	45,594
8	New York University	56,035	40	Colorado	44,420
9	Tennessee	55,978	41	Florida	44,075
10	Cincinnati	55,517	42	Tulane	43,629
11	Arizona State	55,309	43	Wisconsin	43,454
12	Yale	55,200	44	Hawaii	42,984
13	Georgetown	55,000	45	Howard	42,906
14	Harvard	54,252	46	Florida State	42,739
15	New Mexico	53,220	47	Texas	42,280
16	Notre Dame	52,280	48	South Carolina	42,130
17	Iowa	52,000	49	Alberta †	41,819
18	Washington	51,792	50	North Carolina	41,626
19	Pennsylvania	51,745	51	Louisiana State	41,481
20	Georgia	50,676	52	Ohio State	40,764
21	Emory	50,346	53	Alabama	3 ,792
22	Michigan	50,250	54	Kentucky	39,781
23	Minnesota	50,200	55	Miami	39,296
24	Duke	50,000	56	Temple	39,023
25	Virginia	49,600	57	Western Ontario †	38,883
26	Washington U., St. Louis	49,150	58	Nebraska	38,521
27	Connecticut	49,011	59	McGill †	37,713
28	Utah	48,700	60	Kansas	37,359
29	Arizona	48,332	61	Oregon	37,073
30	Northwestern	48,255	62	Missouri	34,781
31	Pennsylvania State	48,192	63	Oklahoma	34,000
32	Vanderbilt	47,995			

* Salaries of directors are not included in the calculation of medians. British Columbia; Illinois, Urbana; Manitoba; Queen's; Saskatchewan; Texas Tech; Toronto; Wayne State; and York are not ranked because they reported fewer than four individuals.
† Canadian salaries expressed in U.S. dollars.

TABLE 45: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Davis	63,185	33	Connecticut	49,055
2	Stanford	62,946	34	Pennsylvania State	48,694
3	New York University	61,495	35	Texas	48,228
4	Rutgers, Newark	61,130	36	North Carolina	48,224
5	Georgetown	60,765	37	Colorado	47,394
6	Yale	59,108	38	Case Western Reserve	47,261
7	Southern Illinois	58,567	39	South Carolina	47,237
8	Columbia	58,149	40	Utah	46,920
9	California, Los Angeles	57,746	41	Wisconsin	46,608
10	Harvard	57,209	42	Hawaii	46,452
11	George Washington	56,002	43	Tulane	46,251
12	Iowa	55,898	44	Temple	45,866
13	Boston University	55,625	45	Florida	45,412
14	Virginia	54,527	46	Louisiana State	45,335
15	Michigan	53,945	47	Washington U.-St. Louis	44,549
16	Cincinnati	53,547	48	Houston	44,087
17	Tennessee	53,364	49	Howard	44,046
18	Duke	53,272	50	Ohio State	43,455
19	Minnesota	53,190	51	SUNY Buffalo	43,110
20	Emory	52,943	52	Nebraska	42,974
21	Pennsylvania	52,177	53	Florida State	41,603
22	Washington	51,781	54	Alabama	41,390
23	New Mexico	51,599	55	Alberta †	40,749
24	Vanderbilt	51,303	56	Oregon	40,427
25	Northwestern	51,295	57	Miami	40,392
26	Arizona State	51,173	58	Western Ontario †	38,883
27	Notre Dame	51,164	59	Missouri	38,560
28	Georgia	50,733	60	Kansas	37,549
29	Cornell	49,808	61	Kentucky	36,896
30	Indiana	49,799	62	Oklahoma	36,409
31	Rutgers, Camden	49,669	63	McGill †	35,856
32	Arizona	49,107			

* Salaries of directors are not included in the calculation of averages. British Columbia; Illinois, Urbana; Manitoba; Queen's; Saskatchewan; Texas Tech; Toronto; Wayne State; and York are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

TABLE 46: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 1999-2000*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Head, Law		$108,770	33	$117,847	33	$113,308	66
Associate Director		76,446	25	68,002	15	73,279	40
Assistant Director		63,489	24	62,605	11	63,211	35
Head, Branch		N/A	0	N/A	0	N/A	0
Functional Specialist		43,353	23	44,943	15	43,980	38
Subject Specialist		55,339	24	53,617	12	54,765	36
Dept. Head:	Acquisitions	46,269	20	48,549	6	46,795	26
	Reference	58,752	19	60,582	12	59,460	31
	Cataloging	*	29	*	3	51,058	32
	Serials	43,870	7	N/A	0	43,870	7
	Documents/Maps	*	12	*	2	46,067	14
	Circulation	48,167	19	42,200	9	46,249	28
	Rare Books/Manuscripts	*	2	*	3	52,170	5
	Computer Systems	53,259	3	54,852	12	54,534	15
	Other	53,605	31	58,457	13	55,038	44
Reference:	Over 14 years experience	50,080	31	53,278	10	50,982	41
	10 to 14 years experience	47,920	17	49,199	8	48,329	25
	5 to 9 years experience	43,887	25	46,064	12	44,593	37
	Under 5 years experience	39,050	30	40,598	16	39,586	46
Cataloging:	Over 14 years experience	48,090	17	48,860	5	48,265	22
	10 to 14 years experience	41,364	9	42,056	5	41,611	14
	5 to 9 years experience	*	11	*	2	38,148	13
	Under 5 years experience	*	6	*	1	37,271	7
Other:	Over 14 years experience	*	10	*	1	50,023	11
	10 to 14 years experience	*	7	*	2	52,522	9
	5 to 9 years experience	40,639	5	42,247	5	41,443	10
	Under 5 years experience	*	6	*	2	33,184	8
All Positions		$54,682	445	$61,609	215	$56,939	660

* Canadian salaries expressed in U.S. dollars.
N/A – No positions were reported in this category.
* Salary data are not published when fewer than four individuals are involved in either category.

TABLE 47: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 1999-2000

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Head, Law	23.4	33	23.4	33	23.4	66
Associate Director	21.8	25	17.3	15	20.1	40
Assistant Director	20.5	24	15.6	11	18.9	35
Head, Branch	N/A	0	N/A	0	N/A	0
Functional Specialist	14.3	23	10.2	15	12.7	38
Subject Specialist	17.3	24	17.8	12	17.4	36
Dept. Head: Acquisitions	18.0	20	10.0	6	16.1	26
Reference	16.3	19	16.4	12	16.3	31
Cataloging	17.8	29	15.3	3	17.5	32
Serials	9.4	7	N/A	0	9.4	7
Documents/Maps	18.8	12	2.5	2	16.4	14
Circulation	15.1	19	10.8	9	13.7	28
Rare Books/Manuscripts	18.5	2	10.7	3	13.8	5
Computer Systems	14.7	3	11.8	12	12.3	15
Other	18.6	31	17.0	13	18.1	44
Public Services	8.0	9	7.7	6	8.5	15
Technical Services	12.9	12	8.0	3	11.9	15
Administrative Services	14.9	7	5.0	1	13.6	8
Reference	11.4	103	10.1	46	11.0	149
Cataloger	14.4	43	14.4	13	14.4	56
All Positions	**16.0**	**445**	**14.4**	**215**	**15.5**	**660**

N/A - No positions were reported in this category

TABLE 48: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 1999-2000*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$38,333	46	$42,803	30	$40,097	76	12%
4 - 7 years	42,123	58	45,016	31	43,131	89	13%
8 - 11 years	49,738	66	54,491	29	51,189	95	14%
12 - 15 years	54,646	54	58,305	41	56,225	95	14%
16 - 19 years	54,134	52	68,742	16	57,571	68	10%
20 - 23 years	64,983	58	71,973	25	6. ,089	83	13%
24 - 27 years	64,020	59	78,686	27	68,624	86	13%
28 - 31 years	64,745	31	79,743	7	67,508	38	6%
32 - 35 years	'	15	'	3	81,274	18	3%
over 35 years	73,748	6	105,581	6	89,665	12	2%
All Positions	**$54,682**	**445**	**$61,609**	**215**	**$56,939**	**660**	**100%**

* Canadian salaries expressed in U.S. dollars.
' Salary data are not published when fewer than four individuals are involved in either category.

UNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 1999-2000

UNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Individual salaries for the general, law, and medical library may be reported on the templates (located online at <ftp://www.arl.org/stat/salary/>), using Microsoft Excel. See "Instructions for Data Inputters." Please DO NOT alter the formatted worksheets on the templates in any way; do not change any page or line numbers. If you are not able to produce data that can be saved on the templates, please submit your data using the printed forms. [If you have an Excel or word processing file with your data in properly labeled columns, you may submit a printout of that file in lieu of the pre-printed forms.]

3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should **NOT** be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.

4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. .75 x .75 = .56.

5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.

6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.

7. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.

8. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL should NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

11. The questionnaire should be returned to the ARL Office by August 31, 1999. If you are providing the individual data as an electronic file, please send the files as an email attachment to stats-ra@arl.org, and mail or fax Part I of the survey and a printout of the data file (Part II). Alternatively, you can save the files on a disk and mail the disk with the hard copy of Part I and Part II of the survey. **Be sure to keep a complete copy of your return, including the electronic version of the data for your files**.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 1999-2000.

2. Please include the Beginning Professional Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.

3. **Question 1**. The Beginning Professional Salary is the salary that **would** be paid to a **newly hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

   Please report the **1999-2000** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 1999. Do not delay returning your survey with the expectation that more information will be available later.

4. The 1999-2000 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 1999-2000. The survey requests information for individuals; aggregate data for each institution will be generated by computer. Vacant positions should be excluded from your report.

2. Data for the general, law, and medical libraries may be reported on separate templates; see #4 below for specific instructions.

3. **Survey Form.** If you are not able to submit the data in electronic form, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a printout from a word-processing document with all columns correctly ordered and labeled.

   If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

   The left-hand column labeled "Name/ID" has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. **Template.** The templates contain data input files for general, law, and medical library data in .xls files that can be uploaded into spreadsheet programs. They are labeled as follows:

General	ARL9xxxx.xls
Law	LAW9xxxx.xls
Medical	MED9xxxx.xls

   xxxx = Library identification number; see label on the file. The file names this year have a "9", standing for 1999-2000, preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

   The files contain empty worksheets with columns labeled as follows:

Name/ID	LibID	Page	Line	Salary	Job	Sex	OEOcat	Yrsexp	Rank	Percent

   This year the following additional optional columns are included in anticipation of the changes to the standards for the classification of federal data on race and ethnicity:

Hispanic or Latino
Amer. Indian or Alaska Native
Asian
Black or African Amer.
Native Hawaiian/Other Pacific Islander
White

   The first entry in the column labeled "LibID" is already filled in so there will be no question about the institutional identity of the files as they are received. If the files have been damaged in any way or if the number in the LibID column is not the same as the library number at <http://www.lib.virginia.edu/socsci/arl/1998/institution98.html>, please call the ARL Office for instructions.

Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers.**

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary.** Enter the individual salaries ***as they exist*** on July 1, 1999. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSER	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch. Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS). The "specialist" category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department Service Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads*. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department Service Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7 **Sex**. Indicate either M or F, for male and female, respectively. Please use only the letter indicated; do not spell out the word.

8 **Minority status code (OEOCat)**. U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant.)

1. Black
2. Hispanic
3. Asian or Pacific Islander
4. American Indian or Native Alaskan
5. Caucasian Other

9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Do not use roman numeral rank levels. Convert your local ranking system if necessary.

Complete the column labeled "Rank Code" using the following codes:

0	A rank normally occupied solely by the library director and/or assistant and associate directors.
9	Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1	Lowest level in the rank structure.
2	Next highest level in the rank structure.
3-8	Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

The maximum number of ranks reported here should not exceed the maximum number of rank-levels reported in Part I for individual data under Rank Structure.

When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

11. **Percent.** Change the 100% appointment to less than that **only** for part-time people. Enter percent with decimal points. For example, a 65% appointment would be entered as .65. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. .75 x .75 = .56.

Please continue to enter data in additional categories as described on the following pages.

Instructions for Optional Categories

(Shown on printed forms as the last six columns)

1. Please complete as much of this section as possible (US libraries only), but do not hold up the reporting process if some of the data requested are not available. Canadian libraries should leave these columns blank. The major change in the revised standard for the classification of federal data on race and ethnicity is that now respondents are able to report more than one race by choosing multiple responses to the following questions.

2. **Ethnicity:** U.S. university libraries, only, should indicate Hispanic or Latino ethnicity by coding 1 to indicate the presence of the characteristic (1=yes) and 0 to indicate its absence. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.

3. **Race:** U.S. university libraries, only, should indicate race by choosing one or more responses among the five racial categories provided here. The definitions of the five racial categories are:

   American Indian or Alaska Native (AI/AN). A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

   Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

   Black or African American. A person having origins in any of the black racial groups of Africa.

   Native Hawaiian or Other Pacific Islander (NH/OPI). A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

   White. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

   The presence or absence of a racial characteristics should be indicated by coding 1=yes and 0=no. You can select multiple racial categories for a person:

   1 = yes 0 = no American Indian or Native Alaska (AI/NA)
   1 = yes 0 = no Asian
   1 = yes 0 = no Black or African American
   1 = yes 0 = no Native Hawaiian or Other Pacific Islander (NH/OPI)
   1 = yes 0 = no White

ARL Annual Salary Survey 1999-2000

University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address _____ Phone number _____

1. **Beginning Professional Salary** **Main** **Law** **Medical**

Beginning professional salary for 1999-2000 _____ _____ _____

*(**Note:** ARL will calculate the **1999-2000 median and average** professional salaries for your library from the individual data you supply in Part II of this questionnaire.)*

2. **Rank Structure**

Indicate the number of levels in your institution's rank structure for professional librarians. You should report here the maximum number of rank-levels, reported in Part II for individual data, under the Rank column.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels _____)

3. FOOTNOTES

3a. Please list which libraries are included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

3b. Please list which libraries are NOT included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

For your convenience, a copy of your library's footnotes as they appear in the published *ARL Annual Salary Survey 1998-99* is attached. Please indicate revisions, additions, and deletions as appropriate. If any footnotes published last year are unchanged, please mark them to indicate that they are still valid.

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 1999.**
Please contact Martha Kyrillidou at (202) 296-2296 or martha@arl.org for assistance.

INSTNO _____ Check here if this sheet is for Medical Library Only _____ Check here if this sheet is for Law Library only _____ Sheet Number _____

ARL Annual Salary Survey 1999-2000

University Library Questionnaire

Part II: Individual Data

Reporting Library _____

Confidential Detach before mailing form to the ARL office Name / ID	Line	Salary	Job	Sex	OEO cat	YrsExp	Rank	%	Ethnicity Hispanic or Latino	Race: Amer. Indian or Alaska Native	Race: Asian	Race: Black or African Amer.	Race: Native Hawaian /Other PI	Race: White
	1													
	2													
	3													
	4													
	5													
	6													
	7													
	8													
	9													
	10													
	11													
	12													
	13													
	14													
	15													
	16													
	17													
	18													
	19													
	20													
	21													
	22													
	23													
	24													
	25													

Please duplicate this sheet if you need additional lines, and return
the completed questionnaire to the ARL Statistics and Measurement Program by **August 31, 1999**.
Please contact Martha Kyrillidou at (202) 296-2296 or martha@arl.org for assistance.

98

97

NONUNIVERSITY LIBRARY

Questionnaire and Instructions

ARL Annual Salary Survey 1999-2000

Nonuniversity Library Questionnaire

General Instructions

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

3. Report 1999-2000 salaries ***as they exist*** on July 1, 1999. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey. (If you had footnotes in 1998-99, a copy is provided with this mailing for your reference.)

11. Provide the name of the reporting library and the name of the person who prepares the report.

12. Please return the questionnaire to the ARL Statistics and Measurement Program Office by **August 31, 1999.**

ARL Annual Salary Survey 1999-2000

Nonuniversity Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1998-99 and 1999-2000.

2. Median professional salary for fiscal year 1999-2000. _____

3. Beginning professional salary for 1999-2000. _____

4. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   _____ Yes _____ No _____ We do not have a Law Library.

   b. Medical Library salaries are included.

   _____ Yes _____ No _____ We do not have a Medical Library.

   c. Branch libraries not included (please attach an additional sheet if necessary):

   _____ _____

   _____

   _____

5. Other comments (please attach an additional sheet if necessary):

   _____

   _____

   _____

101

Indicate the number of filled professional positions
in each salary range for fiscal years 1998-99 and 1999-2000.

Salary Range	Number of Positions 1998-99	1999-2000
$200,000 or more		
175,000 – 199,999		
150,000 – 174,999		
140,000 – 149,999		
130,000 – 139,999		
120,000 – 129,999		
110,000 – 119,999		
100,000 – 109,999		
95,000 – 99,999		
90,000 – 94,999		
85,000 – 89,999		
80,000 – 84,999		
75,000 – 79,999		
70,000 – 74,999		
65,000 – 69,999		
60,000 – 64,999		
55,000 – 59,999		
50,000 – 54,999		
48,000 – 49,999		
46,000 – 47,999		
44,000 – 45,999		
42,000 – 43,999		
40,000 – 41,999		
38,000 – 39,999		
36,000 – 37,999		
34,000 – 35,999		
32,000 – 33,999		
30,000 – 31,999		
29,000 – 29,999		
28,000 – 28,999		
27,000 – 27,999		
26,000 – 26,999		
25,000 – 25,999		
24,000 – 24,999		
23,000 – 23,999		
22,000 – 22,999		
21,000 – 21,999		
Less than 21,000		
Total Number of Positions		

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 1999.**
Please contact Martha Kyrillidou at (202) 296-2296 or martha@arl.org for assistance.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1999-2000

ALBERTA	Includes humanities and social sciences, science and technology, business, education, and Faculté Saint-Jean libraries, interlibrary loans, financial systems and analysis, electronic access service, bibliographic services, and information technology services.
ARIZONA	Includes main, science/engineering, music, architecture, center for creative photography, and special collections libraries.
ARIZONA STATE	Includes Hayden, Noble Science and Engineering, architecture and environmental design, music, and video resources libraries on the main campus; ASU East and ASU West.
	Beginning law salary is $32,000 without J.D.; $35,000 with J.D.
BOSTON	Includes theology library and special collections.
	Beginning professional salary for the Theology Library is $23,300.
BRIGHAM YOUNG	Excludes law library.
	Salaries reported for faculty only and do not include professional salaries for nonlibrarian positions.
BRITISH COLUMBIA	Includes Asian, education, extension, fine arts, First Nations House of Learning, Walter C. Koerner, life sciences, David Lam Management, Hamber, MacMillan, mathematics, and music libraries, science and engineering division, special collections, and university archives.
	Includes Woodward Biomedical Branch Library and St. Paul's Hospital Library.
	The University of British Columbia Library system has no rank structure.
BROWN	Includes the John Carter Brown Library.
CALIFORNIA, BERKELEY	Salaries do not reflect 2% COLA or variable percent merit increases effective October 1, 1999.
	Includes main, Bancroft, Moffitt, anthropology, art history and classics, astronomy-mathematics-statistics, bioscience and natural resources, business and economics, chemistry, East Asian (including center for chinese studies), earth sciences, education-psychology, engineering , environmental design, music, optometry, physics, public health (including health sciences information services, occupational, and environmental health), and social welfare libraries; and northern regional library facility.
	Excludes architectural slide, continuing education of the bar, earthquake engineering, ethnic studies, Giannini (agricultural economics), institute of governmental studies, institute of industrial relations, institute of international studies, institute of transportation studies, law, and water resources center.
	Also not included are various departmental libraries: e.g., French, history, philosophy, rhetoric, Slavic languages and literature.
CALIFORNIA, DAVIS	Includes Peter J. Shields, physical sciences and engineering, and agricultural and resource economics on the Davis campus.
	Includes the Carlson Health Sciences Library on the Davis campus and the Medical Center Library in Sacramento.
	Head of serials also serves as head of cataloging.
CALIFORNIA, RIVERSIDE	Includes Rivera, bio-agricultural, and physical sciences libraries.

BEST COPY AVAILABLE

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1999-2000

CALIFORNIA, SANTA BARBARA	Includes main and arts library.
	Includes salaries for professional staff members who are not librarians: specialist, computer network technologist.
CASE WESTERN RESERVE	Includes Mandel School of Applied Social Sciences library.
	Main library data also includes professional salaries of individuals who provide support for electronic library services and integrated library systems.
	Professional salaries of individuals who provide support for electronic library services and integrated library systems are included in the Main Library's statistics. A portion of this group has disbanded, and those salaries are no longer reported.
	Some Medical Library salaries are effective January 1, 2000.
CHICAGO	Salaries for law and science libraries are included in the reporting for the main library.
CINCINNATI	Includes main campus libraries and branch campuses at Clermont and Raymond Walters College.
COLORADO	Includes Norlin, music, business, math and physics, engineering, and earth sciences libraries.
COLORADO STATE	Includes veterinary, atmospheric sciences, and engineering research center libraries.
CONNECTICUT	Includes branch campus libraries.
CORNELL	Includes Africana, engineering, entomology, fine arts, geneva experiment station, hotel administration, management, Mann, math, music, ILR, Olin, Kroch, Uris, physical sciences, veterinary medicine libraries.
DARTMOUTH	Includes Baker Memorial, Feldberg Business and Engineering, Kresge Physical Sciences, Cook Mathematics, Sherman Art, Sanborn English, Paddock Music, and Rauner Special Collections libraries.
	Medical library data includes Dana Biomedical Library and Matthews-Fuller Health Sciences Library.
DELAWARE	Excludes the salaries of staff of libraries not directly reporting to the Director of Libraries.
DUKE	Includes the Perkins, Lilly, music, math/physics, chemistry, engineering, biological and environmental sciences, rare book, and special collections libraries.
	Also includes Fuqua School of Business Library and the divinity school library, which are both independent and separately administered.
EMORY	Includes Woodruff, Candler, chemistry, Oxford College, and theology libraries.
	Medical library data includes all hospital library branches.
	Salaries effective September 1, 1999.
	Rank structure is used in the main libraries only
GEORGE WASHINGTON	Includes Gelman, Eckles, and Virginia campus libraries.
	Includes salary for one administrative position.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1999-2000

GEORGETOWN	Includes Reiss Science, Woodstock Theological, and Bioethics libraries; and the National Center for Education in Maternal and Child Health Library. Each library has a different ranking structure.
GEORGIA	Includes the science and agricultural experimentation libraries.
HARVARD	Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College. Excludes Biblioteca Berenson in Florence, Italy, and the Center for Hellenic Studies and the Dumbarton Oaks libraries in Washington, D.C.
HOUSTON	Includes the M.D. Anderson, Architecture and Art, music, optometry, and pharmacy libraries. Salaries effective September 1, 1999.
HOWARD	Includes Moorland-Springarn Research Center. 1998-99 beginning professional salary revised to $34,362.
ILLINOIS, CHICAGO	Salaries effective September 1, 1999. Beginning salary for first-year Resident Librarians is $31,500. Beginning salary for tenure track positions is $36,000.
INDIANA	Excludes Indianapolis school of law, dentistry, and medicine library; the IUPUI University Library; the Herron School of Art, Columbus, and science & engineering libraries; and other campus libraries at IU East, IU Kokomo, IU Northwest, IU Southeast, IU South Bend, and IUPU at Fort Wayne.
JOHNS HOPKINS	Excludes applied physics laboratory and school of advanced international studies in Bologna, Italy. Figures from the Welch Medical Library include data from the Lilienfeld Library in the School of Hygiene and Public Health. Figures from the Welch Medical Library do not include the genome data base or the Welch Laboratory for Applied Bioinformatics.
KANSAS	Salaries reported for the main library include the Lawrence and Edwards campuses. Salaries reported for the medical library include the Dykes Library. Excludes University of Kansas School of Medicine Library (Wichita) and the Clendening History of Medicine Library (Kansas City).
KENT STATE	Includes main campus library, four branch libraries on the Kent State campus, and seven regional campus libraries.
KENTUCKY	Includes the William T. Young Library, agriculture information center, architecture, art, chemistry/physics, education, engineering, equine center, geological sciences, Kentucky Transportation Center, Lexmark Technical, mathematical sciences, and music libraries; and the communications reading room and business and economics information center.
LAVAL	There is one general library; data for staff in law and medical libraries cannot be disaggregated.
LIBRARY OF CONGRESS	Salaries include professional and administrative positions. Beginning salary reflects a GS-9, Step 1.
LOUISIANA STATE	Includes the veterinary medicine library.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1999-2000

McGILL	Includes the architecture and art, biology, education, mathematics and statistics, health sciences, management, humanities and social sciences, Islamic studies, law, Macdonald campus, music, history of medicine, physical science and engineering libraries; the physical education and Birks reading rooms; and the geographical information centre.
McMASTER	Salaries include increases effective June 16 and October 16, 1999.
MANITOBA	Includes the Elizabeth Dafoe, management, sciences and technology, architecture and fine arts, music, agricultural, education, Fr. Harold Drake, and St. John's College libraries.
MARYLAND	Excludes law and medical libraries on other campuses.
MASSACHUSETTS	Includes the Dubois (main), biological sciences, music, and physical sciences and engineering libraries.
MICHIGAN	Includes graduate, undergraduate, medical, dentistry, public health & access, science, map, museums, papyrology, music, Asia, social work, biostation, Buhr, special collections, media union, film & video, fine arts, and information & library studies libraries. Excludes the Bentley Historical, Clements, business administration, and Gerald R. Ford Presidential libraries. Beginning law salary is $36,800 without J.D.; $40,800 with J.D. Law salaries effective September 1, 1999.
MICHIGAN STATE	Includes main, math, business, clinical, veterinary, physics, chemistry, engineering, agricultural, and economics libraries. Excludes law library.
MISSOURI	Includes the Ellis, engineering, geological, veterinary medicine, journalism, newspaper, math, and university archives libraries. Law library does not have a fixed beginning salary. Figure represents beginning salary provided for main library.
NATIONAL AGRICULTURAL LIBRARY	All salaries are now tracked with benefits.
NEBRASKA	Includes all University of Nebraska–Lincoln campus libraries (Love, architecture, biological sciences, chemistry, engineering, geology, mathematics, music, physics, and C. Y. Thompson).
NEW MEXICO	Includes the Centennial Science and Engineering, fine arts, Parish Business and Economics, and the Zimmerman libraries. Excludes Bainbridge Bunting Slide Library, College of Education Tireman Education Resource Center, Harwood Foundation, Native American Studies Center Library, Gallup Branch Campus Library, Los Alamos Branch Campus Library, Santa Fe Graduate Center Library, Taos Education Center, and Valencia Branch Campus. The UNM health sciences center library, law school library, and the UNM general library are autonomous libraries administered and funded separately from one another within the University of New Mexico. Medical Library did not report a separate beginning salary. Figure represents the beginning salary reported for the main library.
NEW YORK PUBLIC LIBRARY	Excludes positions at branch libraries.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1999-2000

NEW YORK STATE LIBRARY	Due to ongoing union negotiations, figures represent 1998-99 salaries.
NEW YORK UNIVERSITY	Salaries effective September 1, 1999. Includes the Bobst, Institute of Fine Arts, real estate institute, and the Courant Institute libraries.
NORTH CAROLINA STATE	Includes main campus and branch libraries (design, natural resources, textiles, veterinary medicine), and separately administered libraries(Learning Resources).
OHIO	Excludes Ohio University campus libraries in Chillicothe, Eastern, Lancaster, Southern, and Zanesville.
OHIO STATE	Includes the main campus libraries, regional campus libraries, and the libraries of the Agricultural Technical Institute and the Ohio Agricultural Research and Development Center. Excludes several specialized departmental research libraries on the main campus that are not part of the University Libraries system. Administrative and professional positions do not hold faculty rank.
OKLAHOMA STATE	Includes main campus libraries Edmon Low, architecture, college of osteopathic medicine (Tulsa), curriculum materials, patent & trademark, and veterinary medicine. Also included are branch libraries in Oklahoma City and Okmulgee. The Library faculty on the main campus will receive a salary increase averaging 3% beginning on October 1, 1999. Increases for each position will be based upon merit and certain other factors.
OREGON	Includes the Knight, science & math, architecture & allied arts, and the map & aerial photography libraries.
PENNSYLVANIA STATE	Includes main campus and branches at Abington College, Altoona College, Beaver, Behrend College, Berks-Lehigh Valley College, Capital College, Delaware County, DuBois, Fayette, Penn State Great Valley, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York.
PITTSBURGH	Includes the University Library System: Hillman, business, chemistry/computer science, engineering, fine arts, GSPIA/economics, information sciences, Langley, mathematics, music, and physics. Excludes Barco Law Library and the regional campuses at Bradford, Greensburg, Johnstown, and Titusville.
PURDUE	Includes the library system on the West Lafayette campus consisting of 15 departmental libraries under a single library management. Excludes regional campus libraries: Purdue Calumet, Purdue North Central, and Purdue Fort Wayne.
QUEEN'S	Includes engineering/science, music, special collections (Douglas), humanities and social sciences (Stauffer), art, and industrial relations libraries.
ROCHESTER	Includes the Rush Rhees and music libraries.
RUTGERS	Includes the New Brunswick Libraries and branches, the John Cotton Dana Library, Paul Robeson Library, and technical and automated services. Excludes the School of Management and Labor Relations Library and the center for alcohol studies.
SOUTH CAROLINA	Includes Cooper, business, mathematics, and music libraries.

BEST COPY AVAILABLE

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1999-2000

SOUTHERN CALIFORNIA	Excludes Law Library. Does not include USC portion of salary for one librarian supported primarily by the National Assembly Library of the Republic of South Korea.
SOUTHERN ILLINOIS	A four-step rank structure is used at the Medical and Law libraries whereas a three-step structure is used at the Main Library.
STANFORD	Includes the Hoover Institution & Archives and the Jackson Business Library.
SUNY ALBANY	Includes Undergraduate , Graduate, and Science libraries. Individuals who are not part of the rank structure are not librarians but have second-level administrative or supervisory responsibilities.
SUNY BUFFALO	Includes University Archives, Central Technical Services, Lockwood Library, General Libraries Access Services, Music Library, Poetry/Rare Books, Science and Engineering Library, Undergraduate Library, Architecture and Planning Library, Math Library. SUNY established the rank of Distinguished Librarian in 1995–96. SUNY-Buffalo does not have anyone in this new rank to date.
SYRACUSE	Includes the E.S. Bird, Science & Technology, Mathematics, Geology, and Physics libraries, and the Belfer Audio Archive and Laboratory.
TENNESSEE	Includes main campus, branches, and law libraries.
TEXAS	Includes General Libraries, Harry Ransom Humanities Research Center, and the Center for American History.
TEXAS A&M	Instructor level eliminated effective September 1, 1999.
TEXAS TECH	Salaries for the University Library effective September 1, 1998. Includes the Main, Architecture, Southwest/Special Collections, and the International Cultural Center libraries. Health sciences library has four ranks for staff.
TORONTO	Includes central libraries (Robarts, earth sciences, audio visual, East Asian, Thomas Fisher Rare Book, engineering, OISE/UT), and campus libraries (Erindale College, Scarborough College, centre for industrial relations, department of astronomy, department of criminology, department of physics, faculty of information services, school of management, and music); the St. Michael's College and the New College libraries, and the University Archives.
UTAH	All main-campus libraries now have staff in 4 ranks.
VANDERBILT	Includes the central, divinity, education, management, music, science & engineering libraries; special collections & university archives; and centralized technical services.
VIRGINIA	Includes the graduate business, fine arts, education, music, science & engineering, undergraduate, biology/psychology, chemistry, math, physics, and astronomy libraries. Salaries effective November 25, 1999.
WASHINGTON	Includes the University libraries on the Seattle campus. Excludes campus libraries at Bothell and Tacoma.
WASHINGTON STATE	Includes the Pullman, Vancouver, Tri-Cities, and Spokane libraries; and the energy library and the Intercollegiate Center for Nursing Education (ICNE).
WASHINGTON U.-ST. LOUIS	Includes the central, social work, and business libraries.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1999-2000

WATERLOO	Includes the Dana Porter, Davis Centre, and University map and design libraries.
WAYNE STATE	Includes the Purdy/Kresge, science and engineering, undergraduate, and Oakland Center libraries. Excludes the Reuther Archives of Labor and Urban Affairs.
WESTERN ONTARIO	Includes the D.B. Weldon Library; and the business, education, and music libraries. Excludes affiliated college libraries (King's College, Brescia College, Huron College).
WISCONSIN	Due to union negotiations, figures represent 1998-99 salaries.
YORK	Includes archives and special collections, business and government publications, and the Leslie Frost, law, map, Scott, sound and moving image, and Steacie Science libraries. Salaries are estimated since contract negotiations have not concluded. Administrative stipends are included.

APPENDIXES

APPENDIX A

ARL MEMBER LIBRARIES

The Association of Research Libraries (ARL) represents the interests of 121 libraries that serve major North American research institutions. ARL operates as a forum for the exchange of ideas and as an agent for collective action to influence the forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement Program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The program offers publications and special member services, and collaborates with other national and international library statistics programs. Data collected include salaries, library holdings, expenditures, staff, interlibrary lending, and preservation activities.

The members of the Association are:

Institution	Category	Full Name of Institution	Location
Alabama	S	University of Alabama	Tuscaloosa, Alabama
Alberta	C	University of Alberta	Edmonton Alberta
Arizona	S	University of Arizona	Tucson, Arizona
Arizona State	S	Arizona State University	Tempe, Arizona
Auburn	S	Auburn University	Auburn, Alabama
Boston	P	Boston University	Boston, Massachusetts
Brigham Young	P	Brigham Young University	Provo, Utah
British Columbia	C	University of British Columbia	Vancouver, British Columbia
Brown	P	Brown University	Providence, Rhode Island
California, Berkeley	S	University of California, Berkeley	Berkeley, California
California, Davis	S	University of California, Davis	Davis, California
California, Irvine	S	University of California, Irvine	Irvine, California
California, Los Angeles	S	University of California, Los Angeles	Los Angeles, California
California, Riverside	S	University of California, Riverside	Riverside, California
California, San Diego	S	University of California, San Diego	La Jolla, California
California, Santa Barbara	S	University of California, Santa Barbara	Santa Barbara, California
Case Western Reserve	P	Case Western Reserve University	Cleveland, Ohio
Chicago	P	University of Chicago	Chicago, Illinois
Cincinnati	S	University of Cincinnati	Cincinnati, Ohio
Colorado	S	University of Colorado	Boulder, Colorado
Colorado State	S	Colorado State University	Fort Collins, Colorado
Columbia	P	Columbia University	New York, New York
Connecticut	S	University of Connecticut	Storrs, Connecticut
Cornell	P	Cornell University	Ithaca, New York
Dartmouth	P	Dartmouth College	Hanover, New Hampshire
Delaware	S	University of Delaware	Newark, Delaware
Duke	P	Duke University	Durham, North Carolina
Emory	P	Emory University	Atlanta, Georgia
Florida	S	University of Florida	Gainesville, Florida
Florida State	S	Florida State University	Tallahassee, Florida
George Washington	P	George Washington University	Washington, DC
Georgetown	P	Georgetown University	Washington, DC
Georgia	S	University of Georgia	Athens, Georgia
Georgia Tech	S	Georgia Institute of Technology	Atlanta, Georgia
Guelph	C	University of Guelph	Guelph, Ontario
Harvard	P	Harvard University	Cambridge, Massachusetts
Hawaii	S	University of Hawaii	Honolulu, Hawaii
Houston	S	University of Houston	Houston, Texas
Howard	P	Howard University	Washington, DC
Illinois, Chicago	S	University of Illinois at Chicago	Chicago, Illinois
Illinois, Urbana	S	University of Illinois at Urbana	Urbana, Illinois
Indiana	S	Indiana University	Bloomington, Indiana
Iowa	S	University of Iowa	Iowa City, Iowa
Iowa State	S	Iowa State University	Ames, Iowa
Johns Hopkins	P	Johns Hopkins University	Baltimore, Maryland
Kansas	S	University of Kansas	Lawrence, Kansas
Kent State	S	Kent State University	Kent, Ohio
Kentucky	S	University of Kentucky	Lexington, Kentucky
Laval	C	Laval University	Quebec
Louisiana State	S	Louisiana State University	Baton Rouge, Louisiana
McGill	C	McGill University	Montreal, Quebec
McMaster	C	McMaster University	Hamilton, Ontario
Manitoba	C	University of Manitoba	Winnipeg, Manitoba
Maryland	S	University of Maryland	College Park, Maryland
Massachusetts	S	University of Massachusetts	Amherst, Massachusetts

S=U.S. public university P=U.S. private university N=U.S. nonuniversity library C=Canadian university X=Canadian nonuniversity

Institution	Category	Full Name of Institution	Location
MIT	P	Massachusetts Institute of Technology	Cambridge, Massachusetts
Miami	P	University of Miami	Coral Gables, Florida
Michigan	S	University of Michigan	Ann Arbor, Michigan
Michigan State	S	Michigan State University	East Lansing, Michigan
Minnesota	S	University of Minnesota	Minneapolis, Minnesota
Missouri	S	University of Missouri	Columbia, Missouri
Nebraska	S	University of Nebraska-Lincoln	Lincoln, Nebraska
New Mexico	S	University of New Mexico	Albuquerque, New Mexico
New York	P	New York University	New York, New York
North Carolina	S	University of North Carolina	Chapel Hill, North Carolina
North Carolina State	S	North Carolina State University	Raleigh, North Carolina
Northwestern	P	Northwestern University	Evanston, Illinois
Notre Dame	P	University of Notre Dame	Notre Dame, Indiana
Ohio	S	Ohio University	Athens, Ohio
Ohio State	S	Ohio State University	Columbus, Ohio
Oklahoma	S	University of Oklahoma	Norman, Oklahoma
Oklahoma State	S	Oklahoma State University	Stillwater, Oklahoma
Oregon	S	University of Oregon	Eugene, Oregon
Pennsylvania	P	University of Pennsylvania	Philadelphia, Pennsylvania
Pennsylvania State	S	Pennsylvania State University	University Park, Pennsylvania
Pittsburgh	S	University of Pittsburgh	Pittsburgh, Pennsylvania
Princeton	P	Princeton University	Princeton, New Jersey
Purdue	S	Purdue University	West Lafayette, Indiana
Queen's	C	Queen's University	Kingston, Ontario
Rice	P	Rice University	Houston, Texas
Rochester	P	University of Rochester	Rochester, New York
Rutgers	S	Rutgers University	New Brunswick, New Jersey
Saskatchewan	C	University of Saskatchewan	Saskatoon, Saskatchewan
South Carolina	S	University of South Carolina	Columbia, South Carolina
Southern California	P	University of Southern California	Los Angeles, California
Southern Illinois	S	Southern Illinois University	Carbondale, Illinois
Stanford	P	Stanford University	Stanford, California
SUNY-Albany	S	State University of New York at Albany	Albany, New York
SUNY-Buffalo	S	State University of New York at Buffalo	Buffalo, New York
SUNY-Stony Brook	S	State University of New York at Stony Brook	Stony Brook, New York
Syracuse	P	Syracuse University	Syracuse, New York
Temple	S	Temple University	Philadelphia, Pennsylvania
Tennessee	S	University of Tennessee	Knoxville, Tennessee
Texas	S	University of Texas	Austin, Texas
Texas A&M	S	Texas A&M University	College Station, Texas
Texas Tech	S	Texas Tech	Lubbock, Texas
Toronto	C	University of Toronto	Toronto, Ontario
Tulane	P	Tulane University	New Orleans, Louisiana
Utah	S	University of Utah	Salt Lake City, Utah
Vanderbilt	P	Vanderbilt University	Nashville, Tennessee
Virginia	S	University of Virginia	Charlottesville, Virginia
VPI & SU	S	Virginia Polytechnic Institute & State University	Blacksburg, Virginia
Washington	S	University of Washington	Seattle, Washington
Washington State	S	Washington State University	Pullman, Washington
Washington U.-St. Louis	P	Washington University	St. Louis, Missouri
Waterloo	C	University of Waterloo	Waterloo, Ontario
Wayne State	S	Wayne State University	Detroit, Michigan
Western Ontario	C	University of Western Ontario	London, Ontario
Wisconsin	S	University of Wisconsin	Madison, Wisconsin
Yale	P	Yale University	New Haven, Connecticut
York	C	York University	North York, Ontario
Boston Public Library	N	Boston Public Library	Boston, Massachusetts
Canada Inst. for SciTech	X	Canada Inst. for Scientific & Technical Information	Ottawa, Ontario
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois
Library of Congress	N	Library of Congress	Washington, DC
Natl. Agricultural Lib.	N	National Agricultural Library	Beltsville, Maryland
Natl. Library of Canada	X	National Library of Canada	Ottawa, Ontario
Natl. Library of Medicine	N	National Library of Medicine	Bethesda, Maryland
New York Public Library	N	New York Public Library	New York, New York
New York State Library	N	New York State Library	Albany, New York
Smithsonian Institution	N	Smithsonian Institution	Washington, DC

S=U.S. public university P=U.S. private university N=U.S. nonuniversity library C=Canadian university X=Canadian nonuniversity

APPENDIX B

TABLE NUMBERING CHANGES 1999-2000

For 1999-2000 a number of new tables were added to the publication and some old tables were renumbered. As a result of these changes, there is now a new section entitled **U.S. ARL University Libraries** that includes two new tables (Tables 26 and 29). Two new tables showing averages for all U.S. and Canadian institutions are included as Table 3 and Table 4. The table below maps the old table-numbering scheme to the new one for purposes of comparison.

Old	New	
		SALARY LEVELS FOR STAFF IN ARL LIBRARIES
1	1	Distribution by Salary Level
12	2	Salary Trends in ARL University Libraries
N/A	3	Salary Trends in U.S. ARL University Libraries
N/A	4	Salary Trends in Canadian ARL University Libraries
		ARL NONUNIVERSITY LIBRARIES
2	5	Median and Beginning Professional Salaries in ARL Nonuniversity Libraries
3	6	Salary Trends in ARL Nonuniversity Libraries
		ARL UNIVERSITY LIBRARIES
4	7	Filled Positions; Average, Median, Beginning Professional Salaries; And Average Years of Professional Experience in ARL University Libraries, FY 1999-2000
5	8	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
6	9	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
7	10	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
8	11	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
9	12	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
10	13	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
11	14	Average, Median, and Beginning Professional Salaries in ARL UniversityLibraries; Summary of Rankings, FYs 1996-97 to 1999-2000
13	15	Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 1999-2000
14	16	Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 1999-2000
15	17	Number and Average Salaries of ARL University Librarians by Position and Sex, FY 1999-2000
17	18	Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 1999-2000
19	19	Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 1999-2000
21	20	Average Salaries of ARL University Librarians by Years of Experience, FY 1999-2000
22	21	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 1999-2000
22b	22	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 1999-2000
23	23	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
23b	24	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
24	25	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 1999-2000

Old	New	
		U.S. ARL UNIVERSITY LIBRARIES
N/A	26	Average Salaries of U.S. ARL University Librarianss by Position and Years of Expereince, FY 1999-2000
16	27	Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 1999-2000
18	28	Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 1999-2000
N/A	29	Number and Average Salaries of U.S. ARL University Librarians by Years of Experience and Sex, FY 1999-2000
20	30	Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience and Sex, FY 1999-2000
		CANADIAN ARL UNIVERSITY LIBRARIES
25	31	Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 1999-2000
26	32	Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 1999-2000
27	33	Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 1999-2000
28	34	Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 1999-2000
		ARL UNIVERSITY MEDICAL LIBRARIES
29	35	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, FY 1999-2000
30	36	Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
31	37	Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
32	38	Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
33	39	Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 1999-2000
34	40	Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 1999-2000
35	41	Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 1999-2000
		ARL UNIVERSITY LAW LIBRARIES
36	42	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Law Libraries, FY 1999-2000
37	43	Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
38	44	Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
39	45	Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
40	46	Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 1999-2000
41	47	Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 1999-2000
42	48	Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 1999-2000

ARL Statistics and Measurement Program
PUBLICATIONS AND SERVICES
http://www.arl.org

ARL Academic Law and Medical Library Statistics
ISSN 1088-1093 • Back issues are available • Standing order: $79 ($39 ARL members)
Yearly report of data for collections' size and growth, materials and operating expenditures, staffing, and public service activities in ARL university law and medical libraries. Includes comparisons to the larger research collections at each university.

ARL Preservation Statistics
ISSN 1050-7442 • Back issues are available • Standing order: $65 ($35 ARL members)
Annual compilation of data on current levels of preservation efforts and reports on the key organizational, functional, and fiscal components comprising ARL preservation programs.

ARL Statistics
ISSN 0147-2135 • Back issues are available • Standing order: $79 ($39 ARL members)
Annual compilation of data on collection size and growth, materials and operating expenditures, staffing, and library services. The most comprehensive resource for information on research library operations and trends.

Developing Indicators for Academic Library Performance: Ratios from the ARL Statistics
ISSN 1084-9459 • Back issues are available • Standing order: $50 ($25 ARL members)
Presents 30 selected ratios that describe changes in internal library operations, as well as resources per faculty and per student, for ARL university libraries over a two-year period.

User Surveys in Academic Libraries
This workshop presents the basic concepts and steps for conducting a user survey: defining objectives, sampling, measurement scales, logistics, data analysis, and report writing.

Electronic Publishing of Data Sets on the World Wide Web
This three-day workshop is designed for librarians, information professionals, and educators. It provides hands-on experience in developing interfaces for publishing and analyzing social, economic, and other numeric data sets on the WWW.

Customized Services
For any dataset produced by ARL, one can request comparative institutional data and ARL will perform the analysis and provide tables and reports in the format best suited to the need.

For more information on any of these products or services, please contact Martha Kyrillidou, Senior Program Officer for Statistics and Measurement, at 202-296-2296 or email <martha@arl.org>.

ARL ANNUAL SALARY SURVEY

ASSOCIATION OF RESEARCH LIBRARIES

ISSN 0361-5669

1999-2000

BEST COPY AVAILABLE